

**REPORTS & DIRECTIVES
OF
GENERAL CONFERENCE XVII**

**all
things
are
possible**

— mark 9: 23

**general conference
seventeen**

atlanta, georgia
july 23-30, 1995

**UNIVERSAL FELLOWSHIP
OF
METROPOLITAN COMMUNITY CHURCHES**

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ATLANTA, GEORGIA

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All Things Are Possible!
Mark 9:23

August 30, 1995

Dear Saints:

Enclosed within the covers of these Reports & Directives of General Conference you will find the official actions of General Conference XVII, 1995. These reports, however, do not tell the whole story of this General Conference where we celebrated the 27 years of ministry of our denomination.

I believe this was undoubtedly the most spiritual General Conference in our denomination's history. The Holy Spirit moved in all of our business meetings and worship services. We charted a course that will take our denomination into the 21st century.

The General Conference voted to retain the three incumbents who were up for re-election -- Rev. Elder Donald Eastman of Los Angeles, California, U.S.A., Rev. Elder Wilhelmina Hein of Christchurch, New Zealand, and Rev. Elder Nancy Wilson of Los Angeles, California, U.S.A.

This Conference was historical in more ways than one. One of the most exciting things that happened was the announcement of a vote by the General Council to permit an acquisition team to be named to purchase the first piece of property to be owned that will serve as denominational headquarters. The property, located in West Hollywood, California, consists of a five-story office building which will contain the headquarters of the Universal Fellowship of Metropolitan Community Churches and a second two-story building which will house the Mother Church of our denomination, Metropolitan Community Church-Los Angeles. This acquisition is also part of our dream to help move us into the 21st century.

Our next General Conference will be held in Sydney, New South Wales, Australia in July, 1997. This is another wonderful leap of faith. It will be the first time in our denomination's history that a General Conference has been held out of North America. I hope and pray that not only those individuals who have been elected to serve as delegates would attend, but our entire membership, as we celebrate our vision to become a truly global Church and as we celebrate our continued growth.

In Christ,

Rev. Elder Troy D. Perry

TDP/flkz

UFMCC
5300 Santa Monica
Suite 304
Los Angeles
CA 90029 USA
Tel (213) 464-5100
Fax (213) 464-2123

UFMCC General Conference Seventeen Business Agenda

All business sessions are conducted in the Peachtree Ballroom unless otherwise noted.

Monday, July 24

- 10:30 a.m. - 12:30 p.m. Opening Business Session
 - Seating of Delegates
 - Moderator's Address
- 2:00 p.m. - 6:00 p.m.
- 2:00 - 2:30 p.m. - Procedural motions
 - 2:30 - 3:00 p.m. - Report of the Elders Nominating Committee
 - 3:00 - 3:15 p.m. - Report of the Commission on the Laity Nominating Committee
 - 3:15 - 3:30 p.m. - Break
 - 3:30 - 4:15 p.m. - Board of Elders Report
 - 4:15 - 5:00 p.m. - General Council Report
 - 5:00 - 5:15 p.m. - Break
 - 5:15 - 6:00 p.m. - *Forum*: Elders' Recommendations on Structures and Systems

NOTE: Forums are scheduled for major proposals or issues to be acted upon by the General Conference. Forum times are scheduled for the presentation of information and comments or questions which will clarify such proposals or issues. Forums do not provide time for debate. Time for debate is allowed when specific action is taken in the Business Session.

Tuesday, July 25

- 10:00 a.m. - 10:30 a.m. National / Regional Meetings:
- | | |
|--|--------------------|
| Canada | Tower 13 |
| Europe | Tower 12 |
| Latin America, Mexico and the Caribbean | Tower 11 |
| Nigeria | Tower 16 |
| Pacific Rim (Australia, New Zealand and Philippines) | Tower 17 |
| United States | Peachtree Ballroom |
- 11:45 a.m. - 12:30 p.m. *Forum*: Treasurers' Report and 1996-1997 Budgets
- 2:00 p.m. - 6:00 p.m.
- 2:00 - 3:00 p.m. - *Forum*: Clergy Credentials and Concerns Committee Proposal
 - 3:00 - 3:15 p.m. - Break
 - 3:15 - 4:30 p.m. - Elders Nominating Forum
 - 4:30 - 4:45 p.m. - Break
 - 4:45 - 6:00 p.m. - Elders Nominating Forum (continued)

Wednesday, July 26

- 2:00 p.m. - 6:00 p.m.
- 2:00 - 3:00 p.m. - Vote on Clergy Credentials and Concerns Committee Proposal
 - 3:00 - 3:15 p.m. - Break
 - 3:15 - 4:30 p.m. - Vote on Clergy Credentials and Concerns Committee Proposal (continued)
 - 4:30 - 4:45 p.m. - Break
 - 4:45 - 5:15 p.m. - Adoption of 1996-1997 Budgets
 - 5:15 - 6:00 p.m. - *Forum*: 1997 General Conference in Sydney, Australia

Thursday, July 27

10:00 a.m. - 12:30 p.m.

- 10:00 - 10:30 a.m. - National / Regional Meeting Reports
- 10:30 - 11:15 a.m. - Elections to the Board of Elders
 - Vote on Elders' Recommendations on Structures and Systems:
 - Related Bylaws Amendments
 - Related Procedural Recommendations
- 11:15 - 11:30 a.m. - Break
- 11:30 - 12:30 p.m. - Elections to the Board of Elders (continued, as needed)
 - Vote on Elders' Recommendations on Structures and Systems (continued, as needed):
 - Related Bylaws Amendments
 - Related Procedural Recommendations

Friday, July 28

10:00 a.m. - 12:30 p.m.

- 10:00 a.m. - 11:00 a.m. - Presentation of Program Reports:
 - 10:00 a.m. - AIDS Ministry
 - 10:10 a.m. - Clergy Credentials and Concerns Committee
 - 10:20 a.m. - Commission on the Laity
 - 10:30 a.m. - Department of People of Colors
 - 10:40 a.m. - Ecumenical Witness and Ministry
 - 10:50 a.m. - Evangelism Ministry
- 11:00 - 11:15 a.m. - Break
- 11:15 a.m. - 12:30 p.m. - Continue presentation of Program Reports:
 - 11:15 a.m. - Evangelism Ministry
 - 11:25 a.m. - Excel International
 - 11:35 a.m. - Commission on Faith, Fellowship and Order
 - 11:45 a.m. - Samaritan Institute for Religious Studies
 - 11:55 p.m. - The Women's Secretariat
 - 12:05 p.m. - World Church Extension
- 12:15 - 12:30 p.m. - Vote to receive Program Reports

2:00 p.m. - 6:00 p.m.

- 2:00 - 3:00 p.m. - Remaining Bylaws Amendments
- 3:00 - 4:00 p.m. - Binding Resolutions
- 4:00 - 4:15 p.m. - Break
- 4:15 - 5:00 p.m. - Binding Resolutions (continued, as needed)
- 5:00 - 6:00 p.m. - Non-binding Resolutions
- 6:00 p.m. - Adjournment

1995 GENERAL CONFERENCE XVII

ATLANTA, GEORGIA

SEATING AT GENERAL CONFERENCE XVII

The following persons are seated at the General Conference XVII:

ELDERS AND DISTRICT COORDINATORS

All Elders and District Coordinators, Lay or Clergy, are seated with VOICE and VOTE.

DELEGATES

Lay delegates are seated in the Lay House, with VOICE and VOTE.

CLERGY

Clergy (credentialed by Clergy Credentials and Concerns Committee) are seated in the Clergy House, with VOICE and VOTE.

OFFICIAL OBSERVERS

Student Clergy: Student Clergy who are registered in appointment with CCCC are seated behind the Clergy House, with VOICE but NO VOTE.

New and Special Works: Observers are seated behind the Lay House, with VOICE but NO VOTE.

Programmers: Chairs of Commissions, Committees, Boards and Institutions (who are not Clergy or Lay Delegates), and Lay Representatives (who are not Lay Delegates) will be seated behind the Lay house, with VOICE but NO VOTE.

Pastoral Leaders: Those who have been appointed by a Chartered or Commissioned Church or by the District to lead a church as Pastoral Leader will be seated behind the Lay House, with VOICE and VOTE.

Transfer Clergy: Those transfer Clergy who are registered with CCCC will be seated behind the Clergy House, with VOICE but NO VOTE.

CONFERENCE REGISTRANTS

Non-Delegates: Registrants (who are not Clergy, Lay delegates or Official Registrants Observers) will be seated to the side, with NEITHER VOICE nor VOTE.

SPECIAL GUESTS

Guests of the Conference will also be seated as Non-Delegates with NEITHER VOICE nor VOTE.

NUMBER OF DELEGATES OR OBSERVERS NP = NOT PRESENT NR = NO REPORT	LOCATION AND NAME OF CHURCH OR WORLD CHURCH EXTENSION AND CHURCH STATUS: CH = CHARTERED, CO = COMMISSIONED, NW = NEW WORK, MI = MISSION, SM = SPECIAL MINISTRY, PE = PARISH EXT.	NAME OF CHURCH DELEGATE OR OBSERVERS PRESENT AT GENERAL CONFERENCE
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UNITED STATES

ALABAMA

2	Covenant MCC, Birmingham (CO)	Steve Parker Shirley Lambert
1	MCC of Huntsville, Huntsville (CH)	Shannon Cave
1	MCC at Mobile, Mobile (CO)	Vivian Gillan
1	MCC Montgomery, Montgomery (CO)	Timothy Martin

ALASKA

1	Lamb of God MCC, Anchorage (CO)	Dan Carter
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ARIZONA

NP/NR	Oasis MCC, Phoenix (CO)	
2	Gentle Shepherd MCC, Phoenix (CH)	Gary Basden Tom Mischnick
1	MCC of Tucson, Tucson (CH)	David Ruder

ARKANSAS

1	MCC of the Living Spring, Eureka Springs (CO)	Ruth Vacin
NP/NR	MCC of the Ozarks, Fayetteville (CO)	
1	MCC of the Rock, Little Rock (CO)	Cindy VanMeter
NP/NR	Spirit Song MCC, Little Rock (CO)	

CALIFORNIA

NP/NR	MCC of the Harvest, Bakersfield (CO)	
1	New Life MCC, Berkeley (CO)	Sunnie Hedden
1	Diablo Valley MCC, Concord (CO)	Patricia Brittain
1	MCC Ocean of Life, Costa Mesa (CH)	Greg Howard
3	MCC Los Angeles, Culver City (CH)	Lovedy L. Brydon Edgar Cruz Suzanne McKeag
NP/NR	MCC of the Vineyard, Fresno (CO)	
NP/NR	Divine Redeemer MCC, Glendale (CH)	
NP/NR	Russian River MCC, Guerneville (NW)	
2	MCC Long Beach, Long Beach (CH)	Julie Tizard Theresa Settle
1 Obs	MCC of the Central Coast, Grover Beach (NW)	Caroline Hall
1	MCC For All The Saints, Los Angeles (CO)	Michael Ricks
2	MCC in the Valley, N. Hollywood (CH)	Joy Brittain Judy Longman
1 Obs	MCC in the Vineyards, Napa (SM)	Nick Eyre
1	Sunrise MCC of Hi Desert, Palmdale (CO)	Terry Springstead
1	MCC of the Pomona Valley, Montclair (CH)	Judith Walker
NP/NR	MCC of the Peninsula, Redwood City (CO)	
2	River City MCC, Sacramento (CH)	Connie Allen Stedney Phillips
4	MCC San Diego, San Diego (CH)	Peppe Barbarino Holly Blonde Jude Litzenberger Peter C. Willis

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(California, cont'd)

1	Golden Gate MCC, San Francisco (CH)	Jack Hubbs
5	MCC San Francisco, San Francisco (CH)	Jack Donegan Kathy Erion Mel Johnson Steve Ferrario Sharon Stover Pat Baillie
1	MCC San Jose, San Jose (CH)	
NP/NR	MCC of Greater Hayward, San Lorenzo (CO)	
1	Christ Chapel MCC, Santa Ana (CH)	Michael Miller
NP/NR	Grace Chapel MCC, Santa Barbara (CO)	
1	Lavender Road MCC, Santa Cruz (CO)	Gail Evans
1	New Hope MCC, Santa Rosa (CO)	Linda Cook
1	MCC in the Country, Spring Valley (CO)	Pepi Leming
1	Spirit Eagle MCC, Spring Valley (CO)	Carla Warnock
1	MCC Ventura, Ventura (CH)	Sharilyn Steketee
1	Good Samaritan MCC, Whittier (CO)	Gary Takesian
NP/NR	MCC of the Sequoias, Visalia (NW)	

COLORADO

2	Pikes Peak MCC, Colorado Springs (CH)	Jonelle Neighbor
4	MCC of the Rockies, Denver (CH)	Rod Fleming Michael Price Bob Marshall David Sorey Robert Taylor Ivan Loy Earl Langley Jr.
1	MCC Family in Christ, Ft. Collins (CO)	
1	MCC of Pueblo, Pueblo (CO)	

CONNECTICUT

1	MCC Hartford, Hartford (CO)	Clyde Proch
NP/NR	MCC New Haven, New Haven (CH)	

DISTRICT OF COLUMBIA

1	MCC of the Disciples, Washington, DC (CH)	Wayne E. Schwandt
5	MCC Washington, Washington, DC (CH)	Carrietta Jackson-Hancock Roberto L. Perez Kathy Rodeffer Dan Schellhorn David M. Phillips

FLORIDA

1	Church of Our Savior MCC, Boca Raton (CO)	Eugene Brown
1	Breaking the Silence MCC, Cocoa Beach (CO)	Melanie Goff
1	Hope MCC, Daytona Beach (CO)	William Murphy
5	Sunshine Cathedral MCC, Ft. Lauderdale (CH)	Douglas Clay Donald Castles Pam Gallagher Barbara Toller Jackie Wildey David Samson Norman Bowles
2	St. John the Apostle MCC, Ft. Myers (CH)	

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(Florida, cont'd)

1	Trinity MCC, Gainesville (CH)	David Williams
1	Spirit of Life MCC, Holiday (CO)	David Leng
3	St. Luke's MCC, Jacksonville (CH)	Elizabeth Forbell Nadine Rawe Lori Sinnett Jak Warbarton Rose Mary Townsley
2	MCC Key West, Key West (CH)	Tad Lincoln Terry Colebrook Ron Bush Dorothy Kuhlman George Mabry
2	Christ MCC, Miami (CH)	
3	Joy MCC, Orlando (CH)	
NP/NR	MCC Panama City, Panama City (CO)	
1	Holy Cross MCC, Pensacola (CH)	George McCullough
2	Church of the Trinity MCC, Sarasota (CH)	Patti Gostkowski Dave Phillips Carson Malcomb Robert Pope Earl Waters Richard Waugh Edward Lewis Nancy Jones Tom Booth
4	King of Peace MCC, St. Petersburg (CH)	Kathy Olejniczak Bonnie Moore
3	MCC of Tampa, Tampa (CH)	
1	MCC of the Palm Beaches, W. Palm Beach (CH)	
1 Obs	Suncoast Cathedral MCC, Venice (NW)	

GEORGIA

1	All Saints MCC, Atlanta (CH)	Steve Beals
3	First MCC of Atlanta, Atlanta (CH)	Ray Barreras John Hall Raymond Wilson Jeffrey Pulliam
1	MCC Augusta, Augusta (CO)	
NP/NR	MCC Savannah, Savannah (PE)	
1 Obs	Family of God MCC, Columbus (NW)	Margaret Henkle
2	Christ Covenant MCC, Stone Mtn (CO)	Sheri Monack William Edwards

HAWAII

NP/NR	Ke Anuenue O Ke Aloha MCC, Honolulu (CO)
NP/NR	New Liberation MCC, Maui (CW)

IDAHO

1	MCC at Boise, Boise (CH)	Tom Corthen
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ILLINOIS

1	Church of the Resurrection MCC, Chicago (CO)	David Velez
2	Good Shepherd Parish/Christ The Redeemer MCC, Chicago (CH)	Dale Burkholder Sean Russell
2	Holy Covenant MCC, Hinsdale (CH)	Jan Belzer Patti Reid
NP/NR	Spirit of Life MCC, Peoria (NW)	
NP/NR	MCC Illiano, Quincy (CO)	

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(Illinois, cont'd)

1	Faith Eternal MCC, Springfield (CH)	Amanda Kemper
1	Joy of Life MCC, Chicago (CO)	Jack Taral
1 Obs	MCC of the Incarnation, Oak Park (NW)	Jay Sherwood

INDIANA

1	JESUS MCC, Indianapolis (CO)	Sherry Poepsel
NP/NR	Tri-State MCC, Evansville (NW)	

IOWA

1	MCC of the Quad Cities, Davenport (CH)	Rick J. Smith
1	Church of the Holy Spirit MCC, Des Moines (CH)	Peg Galloway

KANSAS

1	MCC Johnson County, Shawnee (CO)	Jim Davis
1	MCC Topeka, Topeka (CH)	Kathy Slawson
1	First MCC of Kansas, Wichita (CH)	Mary Birk

KENTUCKY

NP/NR	Lexington's MCC, Lexington (NW)	
2	MCC Louisville, Louisville (CH)	Judy Patterson Bobbi Powell
1 Obs	MCC in Paducah, Paducah (NW)	Joseph Stambaugh

LOUISIANA

1	Jole de Vivre MCC, Baton Rouge (CO)	Tom Merrill
1	Vieux Carre' MCC, New Orleans (CO)	Charlene Pittle
1 Obs	Victory Fellowship MCC, Shreveport (NW)	Charlotte Fowler
NP/NR	Eglise Du Saint Esprit MCC, Lafayette (MI)	
1 Obs	MCC of Lake Charles, Lake Charles (MI)	C. Thomas

MAINE

NP/NR	MCC of Portland, Portland (NW)	
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MARYLAND

1 Obs	MCC Baltimore, Baltimore (M)	Pat Evans
2	Open Door MCC, Boyds (CO)	Roy Castle, Jr. David Zier

MASSACHUSETTS

1	MCC of Boston, Boston (CO)	James Michael Hayes
2	Morning Star MCC, Cherry Valley (CH)	David J. Stebbins Tandy Thomas

MICHIGAN

1	Redeemer MCC of Flint, Flint (CH)	Wayne McLeish
1	Reconciliation MCC, Grand Rapids (CH)	Patti Gibbs
1	MCC of Detroit, Royal Oak (CH)	Richard Harris
1 Obs	Tree of Life MCC, Ann Arbor (NW)	John Russo
1	Divine Peace MCC, Madison Heights (CO)	Rose Marie Bonham
NP/NR	Muskegon MCC, Muskegon (NW)	

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2	MINNESOTA All God's Children MCC, Minneapolis (CH)	Kathryn Hammerseng Ken Rogers
	MISSISSIPPI MCC of the Gulf Coast, Biloxi (CO) MCC of the Rainbow, Jackson (NW)	
	MISSOURI Spirit of Hope MCC, Kansas City (CH)	Kurt Krieger Ira Maddux David Walling Richard Morris
1	MCC of Greater St. Louis, St. Louis (CH)	
NP/NR	MCC of Living Faith, St. Louis (CO)	
1 Obs	MCC in the Ozarks, Springfield (M)	Mark Williams
NP/NR NP/NR	MONTANA Family of God MCC, Billings (CO) MCC Shepherd of the Plains, Great Falls (CO)	
	NEBRASKA MCC Omaha, Omaha (CH)	Patrick Phalen Diana Miller
	NEVADA MCC Las Vegas, Las Vegas (CH) MCC of the Sierras, Reno (NW)	Susan Carratelli
1	NEW JERSEY MCC Christ the Liberator, New Brunswick (CO)	Christopher Bryla
1	NEW MEXICO MCC Albuquerque, Albuquerque (CH)	Vangie Chavez
1	Emmanuel MCC, Albuquerque (CO)	Julie Mehrl
1 Obs	NEW YORK MCC of the Hudson Valley, Latham (NW)	Richard Arker
NP/NR	ICM Cristo Rey, Jackson Heights (CO)	
3	MCC New York, New York City (CH)	Mary Jane Gibney Norma J. Sharp Michael Wieser Barb Crabtree Betty Cameron
1	Open Arms MCC, Rochester (CO)	
1 Obs	Ray of Hope MCC, Syracuse (NW)	
2	NORTH CAROLINA MCC Charlotte, Charlotte (CH)	Sonja L. Austin Jill Johnson Bobby Fulp
1	St. Mary's MCC, Greensboro (CH)	
NP/NR	MCC Hickory, Hickory (CO)	
2	St. John's MCC, Raleigh (CH)	Keith Mazingo Jay Allen Kelderman
NP/NR	MCC Asheville, Asheville (CO)	
1 Obs	MCC in the High Country, Boone (NW)	Cindy Long
1	St. Jude's MCC, Wilmington (CO)	Eleanor Miller
1 Obs	MCC Winston-Salem, Winston-Salem (NW)	Billy Reid

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OHIO		
2	New Spirit MCC, Cincinnati (CO)	Bernie Carter
2	New Creation MCC, Columbus (CO)	Diane Lowe
1	MCC Dayton Parish, Dayton (CH)	Jan Yarberry
NP/NR	Good Samaritan Parish MCC, Toledo (CO)	Margaret Hawk
		Ken McLaughlin
OKLAHOMA		
1	Family of Faith MCC, Tulsa (CO)	Diana Horton
NP/NR	Great Plains MCC, Lawton (MI)	
NP/NR	New Horizons MCC, Oklahoma City (CO)	
1	Lighthouse MCC, Oklahoma City (CO)	Ralph Edwin Shafer
1	MCC of Greater Tulsa, Tulsa (CH)	Jane Arnone
OREGON		
1	MCC Eugene, Eugene (CO)	Jami Heatherly
1	MCC Portland, Portland (CH)	Chuck Harvey
1 Obs	SisterSpirit, Portland (SM)	Patricia MacAodha
NP/NR	Valley of the Umpqua MCC, Roseburg (NW)	
1	Sweet Spirit MCC, Salem (CO)	Patricia Jackson
PENNSYLVANIA		
NP/NR	MCC of the Lehigh Valley, Allentown (NW)	
1	MCC of the Spirit, Harrisburg (CO)	Judy Ruppert
1	Vision of Hope MCC, Lancaster (CO)	Bobbie Ramer
NP/NR	MCC Philadelphia, Philadelphia (M)	
2	MCC Pittsburgh, Pittsburgh (CH)	J.B. Blankenship-Coombs
		Lori Fell
SOUTH CAROLINA		
2	MCC of Charleston, Charleston (CH)	Keith Mason
		James Sterling
1	MCC of Greenville, Greenville (CO)	Morris B. Jackson
SOUTH DAKOTA		
NP/NR	St. Frances & St. Clare MCC, Sioux Falls (MI)	
TENNESSEE		
1	MCC Chattanooga, Chattanooga (CO)	Timothy Edmonds
NP/NR	MCC Tri-Cities, Johnson County (CO)	
2	MCC Knoxville, Knoxville (CH)	Debi Lyn Hyatt
		James Tallent
1	MCC Nashville, Nashville (CO)	James Mark Mathias
TEXAS		
NP/NR	Exodus MCC, Abilene (CO)	
1	MCC Amarillo, Amarillo (CH)	Jim Epperson
2	Trinity MCC, Arlington (CH)	Steve Ehlinger
		JoAnn Houts
3	MCC Austin, Austin (CH)	Robert Schroeder
		Jean Strickland
		Tom Cole

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(Texas, cont'd)

1	Christ's Temple MCC, Corpus Christi (CO)	Joan Bolten
11	Cathedral of Hope MCC, Dallas (CH)	Sylvia Hodgins Pam Immel DeWayne Messenger Danny Ray Roger Sherburn Karl Lewis Daryl Smith Rick Watson Anne Zaya Darrell Watkins Valda Lewis Becky Hall
1	Harvest MCC, Denton (CO)	
NP/NR	MCC in El Paso, El Paso (CO)	
2	Agape' MCC Ft. Worth, Ft. Worth (CH)	Ray Busbee JoNee Shelton Gail Hicks Jeff Nytch Len Shelton Phylliss Moore
4	MCC of the Resurrection, Houston (CH)	
NP/NR	Church With A Vision MCC, Longview (CO)	
2	MCC Lubbock, Lubbock (CH)	Mattie Tippit Tommy Kirk Ruben Acevedo Ruth Wise Alan Jones Buddy D. Vess
2	MCC San Antonio, San Antonio (CH)	
2	Central Texas MCC From the Heart, Waco (CO)	
NP/NR	MCC of Wichita Falls, Wichita Falls (CO)	
1	Maranatha Fellowship MCC, Houston (CO)	Robert Bailey
UTAH		
NP/NR	MCC Bridgerland, Logan (NW)	
NP/NR	Sacred Light of Christ MCC, Salt Lake City (CO)	
VIRGINIA		
1	MCC in Charlottesville, Charlottesville (CO)	Eric P. Smith
1	MCC of Northern Virginia, Falls Church (CH)	Shannon Daniels-Young
1	New Life MCC of Tidewater, Norfolk (CH)	Peggy Julian
2	MCC Richmond, Richmond (CH)	Stewart Ayers Donna Copley Christopher J. Richardson
1	MCC of the Blue Ridge, Roanoke (CO)	
WASHINGTON		
1	Overlake MCC, Bellevue (CO)	Priscilla Boyer
NP/NR	Song of Messiah MCC, Bellingham (NW)	
NP/NR	New Creation MCC, Everett (NW)	
NP/NR	Eternal Light MCC, Olympia (CO)	
1	River of Life MCC, Richland (CO)	Mike Girard
NP/NR	Angels Among Us MCC, Mt. Vernon (NW)	
2	MCC Seattle, Seattle (CH)	E. Scott Jackson Kevin Jackson

NUMBER OF DELEGATES OR OBSERVERS NP = NOT PRESENT NR = NO REPORT	LOCATION AND NAME OF CHURCH OR WORLD CHURCH EXTENSION AND CHURCH STATUS: CH = CHARTERED, CO = COMMISSIONED, NW = NEW WORK, MI = MISSION, SM = SPECIAL MINISTRY, PE = PARISH EXT.	NAME OF CHURCH DELEGATE OR OBSERVERS PRESENT AT GENERAL CONFERENCE
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(Washington, cont'd)

1	Emmanuel MCC, Spokane (CO)	Marj Johnston
1	New Heart MCC, Tacoma (CO)	Jack J. Johnson
1	MCC of the Gentle Shepherd, Vancouver (CO)	Susan Lantz
NP/NR	MCC North Pines, Yelm (NW)	

WISCONSIN

NP/NR	Angel of Hope MCC, Green Bay (NW)	
1	MCC Milwaukee, Milwaukee (CO)	Allan Hauth

AFRICA

NIGERIA

NP/NR	19 Churches in Nigeria	
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EUROPE

DENMARK

1	Markens Liljer MCC, Copenhagen (CO)	Preben Bakbo Sloth
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UNITED KINGDOM - ENGLAND

NP/NR	Whosoever MCC of Brighton & Hove (CO)	
NP/NR	MCC Bournemouth, Bournemouth (CH)	
1	MCC London, London (CH)	Peter Geekie
1	MCC North London, London (CH)	Timothy Fellows
1	Pax Christi MCC, Southampton (CO)	Beryl Quennell
NP/NR	All God's Children MCC, W. Midlands (CO)	
NP/NR	Living Springs MCC, Bath (CO)	
1	MCC Manchester, Manchester (CO)	James Gillard
1	MCC in East London, London (CO)	Alison Warder
1	MCC New Castle, Newcastle (CO)	John Lawson

GERMANY

1	MCC Hamburg, Hamburg (CH)	Urike Dörner
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FRANCE

NP/NR	Centre de L'Esprit Libérateur, Paris (CO)	
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PACIFIC OCEAN

AUSTRALIA

1	MCC Adelaide, Adelaide (CO)	Rodney Phillips
1	MCC Sydney, Darlinghurst (CH)	Gregory Tyler
1	MCC Melbourne, S. Yarra (CO)	Andrew Wheatland
1	MCC of the Good Shepherd, Ermington (CH)	Norma Weaver
NP/NR	MCC Northern Rivers, Dorrroughby (NW)	
1	MCC Brisbane, Brisbane (CO)	Adrian Phillips Buganey

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NEW ZEALAND

1	MCC of Auckland, Auckland (CH)	Dennis Pease
1 Obs	MCC in Christchurch (NW)	Andrew Hodge
NP/NR	MCC Waikato, Hamilton (NW)	

PHILIPPINES

NP/NR	MCC Center, Manila (NW)	
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CANADA

WESTERN CANADA

NP/NR	MCC Calgary, Alberta (NW)	
1	MCC Edmonton, Alberta (CO)	Bryan Hamel
NP/NR	Alleluia MCC, Calgary, Alberta (NW)	
1 Obs	Christ Alive MCC, Vancouver, BC (NW)	Thomas Canty
NP/NR	MCC of the Lower Mainland, Maple Ridge (NW)	
NP/NR	MCC Winnipeg, Manitoba (CO)	

EASTERN CANADA

1	Holy Fellowship MCC, London, Ont. (CO)	Jennifer McGibbon
1	MCC Ottawa ECM, Ottawa, Ont. (CO)	Geoffrey Robbins
4	MCC Toronto, Toronto, Ont. (CH)	Bruce Davidson
		Stephanie McKay
		Colin Meaden
		Brian Gazley
		Patrick Cupido
1	Christos MCC, Toronto, Ont. (CH)	
NP/NR	MCC of Windsor, Windsor, Ont. (NW)	
NP/NR	Free To Be MCC, Trenton, Ont. (NW)	
NP/NR	Safe Harbour Comm. Ch., Halifax (CO)	

HISPANIC AMERICAS

MEXICO

1	ICM Reconciliacion, Mexico City (CO)	Eduardo Gonzales
NP/NR	ICM Renovacion, Cuernavaca (NW)	
1	ICM Guadalajara, Guadalajara (CO)	David Limon
NP/NR	ICM De Tijuana, Tijuana (NW)	
1 Obs	ICM Cristo Amigo, Jalisco (SW)	Ivan Jauregui

ARGENTINA

1	ICM Buenos Aires, Buenos Aires (CO)	Noberto D'Amico
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DOMINICAN REPUBLIC

NP/NR	MCC Santo Domingo, Santo Domingo (NW)	
NP/NR	ICM El Tamarindo, Santo Domingo (NW)	

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(The following are registered Lay Pastors of Commissioned and Chartered Churches that were seated on the floor of General Conference XVII)

LAY PASTOR	CHURCH
Michel J.P. Amyotte	Christ Alive MCC, Vancouver, BC
Kathi Beall	St. Jude's MCC, Wilmington, NC
Raeanna Biddle	MCC Dayton Parish, Dayton, OH
Mark Bidwell	MCC Detroit, Ferndale, MI
Don Clarke	All Saints MCC, Atlanta, GA
Gary Dall	MCC Pueblo, Pueblo, CO
Paul Graetz	All God's Children MCC, Minneapolis, MN
Terry Keister	Open Arms MCC, Rochester, NY
Cindy Long	MCC of the High Country, Boone, NC
Carl Mathews-Naylor	MCC of the Rainbow, Jackson, MS
Rob Maxwell	River of Life MCC, Richland, WA
Fran Mayes	Tree of Life MCC, Ypsilanti, MI
Edgar Mendoza	MCC Manila, Philippines
Mary M. Moore	MCC Charleston, SC
Jeffrey Pulliam	MCC Augusta, GA
Zaida Rivera	Holy Cross MCC, Pensacola, FL
Stephen Roselins	Divine Peace MCC, Madison Heights, MI
Diane Skomash	MCC of Windsor, Ontario
Buddy Vess	Central Texas MCC from the Heart, Waco, TX

[Lay District Coordinators and Elder present at General Conference XVII]:

GLD	Ms. Judy Dale	Louisville, Kentucky
SWD	Elder Larry Rodriguez	Los Angeles, California

Special Guests present at General Conference XVII:

Sri Lanka	R. Abayadeva	Union Church, Sri Lanka
U.S.A.	Rev. Paul & Mary Sherry	United Church of Christ

RECORD OF ACTIONS
GENERAL CONFERENCE XVII

23 to 30 July 1995
Atlanta, Georgia USA

Seating of Delegates

The minimum number needed to achieve quorum was 212 Lay Delegates and 181 Clergy Delegates. Present as of 24 July 1995 were 253 Lay Delegates and 229 Clergy Delegates. A quorum was achieved.

Procedural Motions

1. Move to approve "The Parliamentary & Procedure Manual for the General Conference."
Moved/Seconded; PASSED

Report of the Elders Nominating Committee

1. Move to amend "The Parliamentary & Procedure Manual for the General Conference" on page 10, H.2.a. as follows:
Change to read "The chair of the Elders Nominating Committee will appoint four (4) people, all of whom must be non-delegates to form a Ballot Tabulation Committee. The chair of the Ballot Tabulation Committee will certify all ballots."
Moved/Seconded; PASSED
2. Move to amend "The Parliamentary & Procedure Manual for the General Conference" on page 10, H.2.b. as follows:
Change to read "All ballots will be of the same color."
Moved/Seconded; PASSED
3. Move to amend "The Parliamentary & Procedure Manual for the General Conference" on page 10, H.3.a. as follows:
Change to read "Valid ballots are defined as (1) containing the specified number of names or less and (2) blank ballots."
Moved/Seconded; PASSED
4. Move to amend "The Parliamentary & Procedure Manual for the General Conference" on page 10, H.3.b. as follows:
Change to read "Invalid ballots are defined as (1) ballots containing write-in names, (2) ballots containing more names than are being voted on, and/or (3) ballots containing inappropriate markings."
Moved/Seconded; PASSED

5. Move to approve the following Nominations Process for nomination to the Board of Elders:

I. Elders Nominating Committee Formation/Operation

- A. The Board of Elders, subject to the approval of General Council, will appoint the Chair of the Elders Nominating Committee (ENC) and one Clergyperson and one Layperson during the October meeting following General Conference. These three persons will serve as the Elders Nominating Committee.*
- B. The Elders Nominating Committee will appoint a Ballot Tabulation Committee prior to General Conference.*
- C. The Elders Nominating Committee Chair will send a letter to the Ballot Tabulation Committee stating time and location of the balloting process.*
- D. The Elders Nominating Committee will develop the Official Ballot to be submitted to the General Conference Office staff for printing. These ballots will be picked up by the Elders Nominating Committee Chair on the first Sunday of Conference.*
- E. The Elders Nominating Committee will report any proposed changes to the process to the General Council for approval, one meeting prior to General Conference.*
- F. The Elders Nominating Committee will announce at each General Conference the names of the Elders whose terms will expire at the following General Conference.*

II. Nominating Procedure

- A. Each District votes to nominate Elder-candidates at their first District Conference following a General Conference. Each nominee must receive a majority vote in order to become an Elder-candidate.*

One year prior to the opening of General Conference, all Districts will have submitted nominees to the Elders Nominating Committee chair.

- B. The Elders Nominating Committee meets at Leadership Conference or by telephone, or by mail to determine which individuals have received nominations from at least three Districts. Those receiving at least three nominations will be contacted to confirm acceptance of their nomination. Those accepting their nomination will become the official nominees.*
- C. The Elders Nominating Committee will provide a form (not to exceed two pages) which will contain both resume information and their statement on "What is your vision for our denomination?"*

- D. *In September, the Elders Nominating Committee chair will send each nominee the questionnaire/resume to be completed and returned by 31 December. Only those completing the form will be considered nominees.*
- E. *In General Conference years, the nominees' names will be published in the February and April editions of "Keeping In Touch."*
- F. *The questionnaire/resume for each nominee will be published and sent to every voting delegate 60 days prior to General Conference.*

III. Forum

- A. *The Elders Nominating Forum will be held on Monday afternoon of General Conference.*
- B. *The Elders Nominating Committee chair will introduce the Elders Nominating Committee and Ballot Tabulation Committee.*
- C. *The Elders Nominating Committee chair will explain the election process for Elder to the General Conference.*
- D. *The Ballot Tabulation Committee will be asked to take their pre-assigned places to perform their tasks.*
- E. *The Elders Nominating Committee will introduce each nominee, who will be allowed an equal specified time determined by the Elders Nominating Committee to respond to their nomination.*
- F. *The nominees will then be asked to take their respective places on the Conference floor.*

IV. Election Procedures

- A. *Elections will be held on Wednesday morning of General Conference.*
- B. *Balloting will be done electronically. The collection of ballots will be monitored carefully. The Chair and Assistant Chair of the Ballot Tabulation Committee will certify all ballots.*
- C. *All ballots cast and collected will be handed to the Chair/Assistant Chair of the Ballot Tabulation Committee.*
- D. *Valid/Invalid Ballots*
 - 1. *Valid ballots will be defined as (a) ballots containing the specified number of names or less or (b) blank ballots.*
 - 2. *Invalid ballots will be defined as (a) ballots containing write-in names, (b) ballots containing more names than are being voted on or (c) ballots containing inappropriate markings.*
- E. *A security person from the floor of General Conference will accompany the ballots to and from the floor and stand outside the counting room to provide security.*

- F. *Requirements for election: In order to be elected for Elder, a person must receive (in each house) 50% of the total number of valid ballots cast plus one additional vote.*
- G. *When the ballots are counted for each house, they are sealed in an envelope. The ballots, counting sheets, and tally sheets are returned to the Clerk of UFMCC.*
- H. *The results are shown to the Moderator.*
- I. *Reporting of balloting*
 - 1. *The Chair of the Ballot Tabulation Committee will report all names with their ballot counts.*
 - 2. *Once the results have been announced, nominees who received less than 10% of the total votes cast in each house will automatically be eliminated.*
 - 3. *Once results have been announced beginning with the first ballot and continuing with subsequent ballots, the chair of the Ballot Tabulation Committee will ask if any nominee wishes to withdraw his/her name. Balloting will then continue until all elections have been achieved.*

REFERRED TO GENERAL COUNCIL FOR APPROVAL

The following people were nominated by the Elders Nominating Committee:

- Rev. Delores Berry (declined nomination with appreciation)
- Rev. Elder Don Eastman (accepted nomination)
- Mr. Clarke Friesen (accepted nomination)
- Rev. Brent Hawkes (accepted nomination)
- Rev. Elder Wilhelmina Hein (accepted nomination)
- Rev. Michael Piazza (accepted nomination)
- Rev. Elder Freda Smith (accepted nomination)
- Rev. Elder Nancy Wilson (accepted nomination)

The following people were elected to the Board of Elders for a four-year term:

- Rev. Elder Nancy Wilson and Rev. Elder Wilhelmina Hein (on the first ballot)
- No one elected on the second ballot
- Rev. Elder Don Eastman (on the third ballot)

Report of the Commission on the Laity Nominating Committee and Election

- 1. Move not to accept nominations for Chair and Alternate Chair of the Commission on the Laity from the floor of General Conference.

Moved/Seconded; PASSED

The following people were nominated by the Commission on the Laity Nominating Committee for appointment by the Board of Elders:

Chair	Ms. Jonee Shelton
Alternate Chair	Mr. Thomas Canty
	Ms. Beryl Quenell

The following people were elected:

Chair	Ms. Jonee Shelton (by acclamation)
Alternate Chair	Ms. Beryl Quenell

Board of Elders Report

1. Move to approve the Report of the Board of Elders.

Moved/Seconded; PASSED

Elders Recommendations on Structures and Systems

1. Move to approve the Recommendations of the Board of Elders regarding UFMCC structures and systems.

Moved/Seconded; PASSED

General Council Report

1. Move to approve the Report of the General Council.

Moved/Seconded; PASSED

Financial Report and 1996-1997 Budget

1. Move to approve the Financial Report and adopt the proposed 1996-1997 Budget.

Moved/Seconded; PASSED

Program Reports

1. Move to approve the AIDS Ministry Report.

Moved/Seconded; PASSED

2. Move to approve the amended Clergy Credentials and Concerns Committee Report.

Moved/Seconded; PASSED

3. Move to approve the Commission on the Laity Report.

Moved/Seconded; PASSED

4. Move to approve the Department of People of Colors Report, to acknowledge that the Department of People of Colors has adopted the new name Ministry of Diversity in Spiritual Communities, to acknowledge that the Division of White People Healing Racism has adopted the new name Weaving Intercultural Networks of Diversity and to acknowledge that Rev. J. Dwayne Johnson's appointment expires on 31 December 1996.

Moved/Seconded; PASSED

5. Move to approve the Ecumenical Witness and Ministry Report.
Moved/Seconded; PASSED
6. Move to approve the Evangelism Ministry Report.
Moved/Seconded; PASSED
7. Move to approve the Excel International Report.
Moved/Seconded; PASSED
8. Move to approve the Commission on Faith, Fellowship and Order Report.
Moved/Seconded; PASSED
9. Move to approve the Samaritan Institute for Religious Studies Report.
Moved/Seconded; PASSED
10. Move to approve The Women's Secretariat Report.
Moved/Seconded; PASSED
11. Move to approve the World Church Extension Report.
Moved/Seconded; PASSED

National/Regional Meeting Reports

The General Conference noted with regret that delegates from Nigeria were unable to attend.

1. Move to approve the Report from Canada.
Moved/Seconded; PASSED
2. Move to approve the Report from Europe.
Moved/Seconded; PASSED
3. Move to approve the Report from Latin America, Mexico and the Caribbean.
Moved/Seconded; PASSED
4. Move to approve the Report from the Pacific Rim.
Moved/Seconded; PASSED
5. Move to approve the Report from the United States.
Moved/Seconded; PASSED

Proposed Credentialling Process

(Note: All line number references shown below refer to the proposal as submitted for consideration by General Conference. The final document as amended and approved is contained elsewhere in The Report and Directives as Appendix A.)

1. Move to approve the Proposed Credentialling Process with the following amendments:

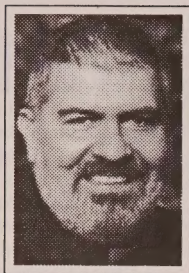
- Line 230 Change: *B.O.M. is comprised of a Chair and Vice-Chair, who are ordained clergy....*
to read: *B.O.M. is comprised of a Chair and Vice-Chair, who are pastors....*
- Lines 233 Change: *Each District may determine additional standards for*
to 236 *ordination and must determine procedures for background checks,*
interviews, and appeals. Where possible, these standards may include
psychological and/or vocational testing.
to read: *Each District must determine procedures for background*
checks, interviews, and appeals.
- Line 359 Add: *Christian Education*
- Line 377 Change: *Individuals who have earned a Master's degree...*
to read: *Individuals who have earned a theological or divinity*
degree...
- Lines 404 Delete: *Those persons who have completed polity courses and*
attended *two District Conferences and one General Conference may apply for*
to 407 *an exemption from taking Polity/Practices. Decisions will be made by*
the Director of Clergy Development in conjunction with the
supervising pastor.
- Insert after Transition for Current In-Care Registrants Persons registered as in-
line 423 care
prior to General Conference 1995 may continue to apply for and begin
their Student Clergy internship under the rules in effect prior to General
Conference 1995.
- Lines 545 Delete: *2) The C.C.C.C. will provide the Districts with initial*
operating *guidelines for Teaching Churches and Supervising Pastors by October*
to 546 *31, 1995.*
- Lines 548 Change: *3) District Committees will ... appoint teaching churches and*
to 550 *supervising pastors by January 1996.*
to read: *2) District Committees will ... appoint teaching churches and*
supervising pastors by July 1, 1996.
- Line 1042 Add: *Files shall also be maintained on authors of such complaints in*
order to track patterns of frivolous complaints.

- Lines 1472 *Change: Pastoral Relationship is defined as: A relationship between*
a
to 1476 *clergyperson, employee or any volunteer and any person to whom such*
a clergyperson, employee or volunteer provides on an individual basis
counseling, pastoral care, spiritual direction, or spiritual guidance, or
from whom such clergyperson, employee or volunteer has received
confession or confidential or privileged information of a personal
nature.
- to read: Pastoral Relationship is defined as: A relationship between a*
clergyperson, employee or any volunteer and any person to whom such
a clergyperson, employee or volunteer provides on an individual basis
counseling or from whom such clergyperson, employee or volunteer
has received confession or confidential or privileged information of a
personal nature.
- Line 1497 *Change: The following is a code of conduct the C.C.C.C. uses*
internally to define unbecoming conduct, disloyalty and dereliction of
duty:
to read: The following is a code of conduct UFMCC uses internally to
define unbecoming conduct, disloyalty and dereliction of duty:
- Line 1508 *Change: 7. Dishonesty*
to read: 7. Pattern of deceit or dishonesty
- Line 1509 *Change: 8. Creating a clergy-centered ministry...*
to read: 8. Creating a person-center ministry...
- Line 1511 *Change: Violating the sanctity of another person's relationship*
covenant
to read: Knowingly violating the sanctity of another person's
relationship covenant

Moved/Seconded; PASSED

Respectfully submitted,

Rev. Elder Darlene Garner
Clerk



The Board of Elders Report to General Conference XVII

Dear Saints

The Holy Spirit is touching lives around the world. For the 27th time in our history, we have shown an increase in the membership of our denomination and an increase of giving in our churches. It is mindboggling for me to see such growth in the midst of the HIV/AIDS pandemic, with thousands of members lost. God's grace is sufficient as we continue to live and share the powerful truth that "God is greater than AIDS."

In 27 years of travel as the founder of this denomination, I have never before seen people so spiritually hungry. It is my firm conviction that the lesbian and gay community stands poised on the threshold of the greatest spiritual awakening ever seen. There has been an incredible response to the simple message that I have been preaching this past year: God did not create you so God could have someone to hate. This message is taken from a chapter of a new book I have been writing this last year called: "Ten Spiritual Truths For The Lesbian and Gay Community (And Everybody Else, Too)". Many people are hearing, for the first time, and with ears of faith, this message which we have preached over these past 27 years.

We now have the opportunity to see even greater miracles happen in our churches. We can experience phenomenal growth by witnessing to people that God loves them even more than they can grasp. We must make a conscious choice to do everything in our power to reach the communities where we minister for Christ! To do that, we must be clear in our vision, steadfast in our faith, and not afraid of what may feel like radical change, required to reach our goal.

I want to challenge you again, as I did at our General Conference in 1991, by calling on all of us to double the size of each of our churches within ten years. I believe with all my heart that God desires us to grow! The Great Commission of Jesus is to "go and make disciples of all the nations...baptizing them...teaching them to observe all things that I have commanded you." We have never been commanded by Christ to be happy thinking of the church as small groups of our immediate friends.

But let me be clear about the caliber of growth I hope to see in every MCC. Not only do I hope to see us grow in numbers of people in our congregations, I also want to see every Metropolitan Community Church reflect wholeness, wellness, and holiness to the larger communities in which we minister. We must work to build a growing community that embodies the "justice, mercy and faith" which are at the heart of the Gospel of Jesus Christ."

It is with joy and gratefulness to God that I arrive here in Atlanta. As Moderator of our Fellowship, I want to thank the General Council for their work these last two years in giving direction to the vision of our Fellowship. The individuals you have elected to serve on the General Council are some of the best and brightest individuals our churches have to offer, both as District Coordinators and Elders. Together we have conducted the business of the Universal Fellowship, believing in our hearts as our General Conference theme says, "**all things are possible.**"

In Christ,

Rev. Troy D. Perry

The Ministry of Elders

Rev. Elder Troy D. Perry

Founder and Moderator

As **Moderator** of the UFMCC, Elder Perry continues to serve full-time in his prophetic role as Founder of this international movement and Chief Executive Officer of our growing denomination of Metropolitan Community Churches. During this biennium, Rev. Perry has visited forty-eight local churches and three district conferences, sharing his inspiring vision of freedom and hope. As from the



beginning, he has been a powerful advocate of this message, representing the UFMCC at Stonewall 25, World AIDS Day at the United Nations, Interfaith Impact for Justice and Peace, and in numerous places during this past biennium.

Rev. Elder Nancy Wilson

Vice-Moderator

Elder Wilson, who also serves as Senior Pastor of Metropolitan Community Church of Los Angeles, is a forceful voice for justice and inclusivity in her role as Vice-Moderator and Chief Ecumenical Officer of the UFMCC. Highlights of her Fellowship-wide ministry during the past biennium included participation in the World Council of Churches Central Committee meeting in South Africa



and visits to various lesbian and gay groups in that country. She has visited twenty-six local churches and participated in five district conferences in the U.S., Europe and Australia. Elder Wilson's new book, *Our Tribe*, is scheduled for release this October by Harper-Collins publishers.

Rev. Elder Donald Eastman

Treasurer, Second Vice-Moderator

Elder Eastman is passionately committed to the outreach and evangelism that results in the growth of local Metropolitan Community Churches. Combining the leadership skills of a successful Senior Pastor and organizational skills as an executive of a secular non-profit agency, Elder Eastman has brought considerable experience and vision to the development of the Elders' Strategic Growth Initiative. In



his full-time role as Treasurer and Second Vice-Moderator, he oversees important corporate and legal matters of the UFMCC and acts as a senior advisor to the Moderator. During this past biennium, he has visited twenty-two local churches and six district conferences.

Rev. Elder Darlene Garner

Clerk

With her pastoral skills and critical perspectives, Elder Garner brings a powerful and instructive influence to the



Board of Elders. She consistently helps us to see the big picture. She brings superb administrative skills to the office of Clerk while energetically serving full-time as the Pastor of the growing MCC of Northern Virginia. During the past biennium she has visited thirteen local churches, five district conferences and the World Church Extension ministry in the Dominican Republic. Elder Garner also has represented the UFMCC to numerous other groups including The National Black Gay and Lesbian Leadership Conference in the USA and the United Church of Canada.

Elder Larry Rodriguez

An active lay leader and member of Metropolitan Community Church of Los Angeles since 1969, and a highly skilled full-time educator in the Los Angeles Public School District, Elder Rodriguez is a faithful advocate for UFMCC laity and on behalf of all who do not speak English. Dedicated to listening to people of all colors and classes throughout the UFMCC, he brings deep sensitivity and long-term perspective to the Board of Elders. During this biennium he has visited twelve local churches, five district conferences and two conferences of the Latin American Ministry for Mexico and Central America.



Rev. Elder Wilhelmina Hein

As a transgendered person, Elder Hein has demonstrated courage and commitment to being a visible sign of the inclusiveness of the UFMCC. Well-regarded and loved as a pastor, teacher and friend, she brings strong advocacy for issues of economic justice and institutional integrity to the Board of Elders. During the past biennium she has been one of the most widely-travelled members of the Board of Elders, having visited thirty-nine local churches and four district conferences. Elder Hein also acted as the interim Administrator of World Church Extension for five months during 1994.



Rev. Elder Hong Tan

Elder Tan blends a passion for international inclusion with a quest for quality in all of his many contributions to the ministries of the UFMCC. His unique skills in organizational development and non-profit management have brought valuable insights to the Board of Elders. As the full-time Executive Director of one of Europe's largest AIDS service organizations, Elder Tan has been an effective voice for HIV/AIDS issues and European and Asian outreach. During this past biennium he has visited nineteen local churches, four district conferences, and the World Church Extension ministry of the UFMCC in the Philippines.



The State of the Fellowship

Church Growth and Statistics

As of May 1, 1995 the UFMCC includes 88 Chartered churches, 105 Commissioned churches and 95 New or Special Works for a total of 288 church bodies in 14 countries.

International inclusive membership (including active members and adherents) is approximately 35,000. This is an estimated number based upon church attendance data and other information.

Confirmed active voting membership of church bodies in the U.S.A. (as reported to the Board of Pensions and/or administrative offices) in 1994 is 15,581. By comparison, with 14,664 in 1992, this represents a membership growth of 6.25% during the past two years and a 23.5% membership growth since 1990 when there were 12,616 active voting members. Membership reported to the administrative offices for districts outside the United States in 1994 is: Eastern Canada, 638; Western Canada, 55; European, 550; Australia, 191; and WCE, 1472 (New Zealand 50, Argentina 25, Mexico 150, Dominican Republic 250, Philippines 25, Nigeria 927).

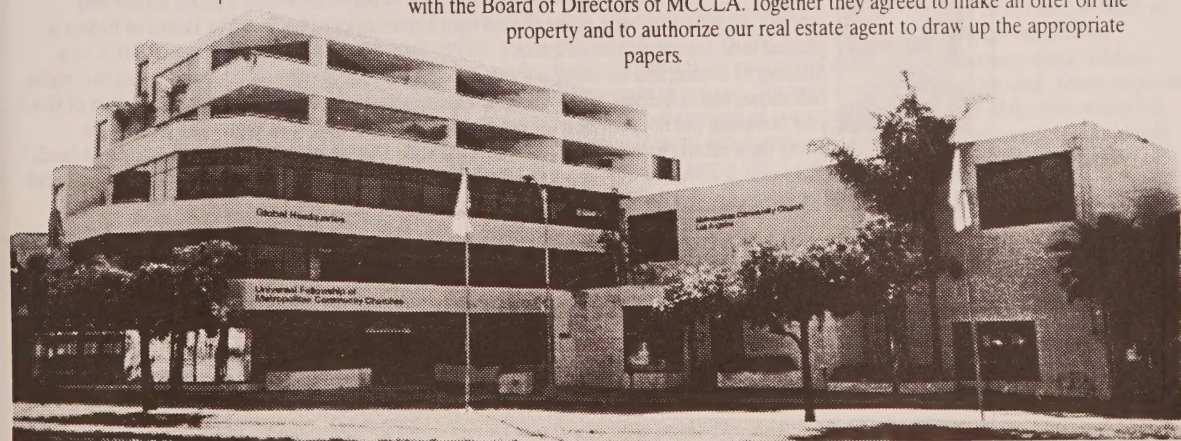
Global Office of the UFMCC

During the past two years a quiet revolution has been under way in the international offices of the UFMCC in Los Angeles. High quality customer service in meeting the needs of local churches and districts has become the primary mission of Fellowship staff. Toward that goal, staff has been given specialized customer service training, and has been reorganized into project work teams. More priority has been placed upon continuing education and increasing the skills of individual staff members, and improved technology, such as new computers and telephone systems, has been added.

God can take a tragedy and out of it perform a miracle! As you know, over a year ago the Los Angeles church was completely destroyed in the earthquake. After over a year of searching and looking at property, God performed a miracle for us in March. An attractive piece of property in West Hollywood, California with sufficient space for both Metropolitan Community Church of Los Angeles and the UFMCC became available, and on March 17, the General Council toured the property. The next day the Council voted unanimously to "move that in accordance with the UFMCC Bylaws which grant the General Council powers to collect and disburse funds for the advancement and growth of the UFMCC, a Subcommittee for Property Acquisition, such subcommittee to be comprised of two District Coordinators and two Elders, shall be appointed by the Moderator and empowered to negotiate the acquisition of real property for the International Offices of the UFMCC; further, that the officers of the UFMCC be authorized to execute such documents as approved by the above named subcommittee. The subcommittee shall report its actions to the October 1995 meeting of the General Council." The Subcommittee for Property Acquisition appointed by the Moderator includes Rev. Elder Donald Eastman, Treasurer; Rev. Jay Neely, Gulf Lower Atlantic District Coordinator; Elder Larry Rodriguez; and, Rev. Marcie

Wexler, Eastern Canada District Coordinator. The Subcommittee has met once in Los Angeles and once with the Board of Directors of MCCLA. Together they agreed to make an offer on the property and to authorize our real estate agent to draw up the appropriate papers.

God can
take a
Tragedy
and
from it
Perform
a Miracle!



Christian Social Action

Through Christian Social Action, Metropolitan Community Churches all over the world give witness to an unending battle against the injustices of poverty, racism, sexism and homophobia. From Hamburg, Germany to Sydney, Australia, and from Buenos Aires, Argentina to New York City, plus in scores of other cities, MCCs have participated in community-wide events such as Gay/Lesbian Pride celebrations, Stonewall 25, Mardi Gras and others which give exposure to the message and ministry of our Fellowship.

On June 25, 1994, thousands of members of local Metropolitan Community Churches gathered in New York City to celebrate the 25th anniversary of the Stonewall riots which were instrumental to the growth of the gay and lesbian political movement in the United States and around the world. The UFMCC has played a prominent part in the history of the gay and lesbian rights movement, and that role was portrayed in the Advocate exhibit at the Seagram building, as well as in the New York Public Library's impressive exhibit at its main branch. Businesses in New York turned over their display windows to various organizations for use during Stonewall 25, and the Board of Elders wishes to thank Rev. Eleanor Nealy for developing a presentation of UFMCC's history for display in Greenwich Village. Rev. Troy Perry was the featured speaker at the huge AIDS memorial service at St. Veronicas's Catholic Church, attended by an overflow crowd of more than 3000. On Saturday evening nearly 1000 MCC'ers gathered in the Lincoln Center's beautiful Alice Tully Hall for a stirring rally to commemorate and celebrate MCC's history and contribution to the gay and lesbian rights movement. The Board of Elders expresses special appreciation to Rev. Pat Bumgardner and the people of MCC-New York for their successful efforts in coordinating this and other events, and to David Heid for organizing a wonderful mass choir. On Sunday, the MCC contingent was one of the most colorful in the parade with the many colors of flags of the many nations where MCC congregations minister.

On December 1, 1994, Rev. Elder Troy Perry joined Rev. Herbert Evans and Rev. A. Stephen Pieters, both members of the AIDS National Interfaith Network's Board of Directors, at the United Nations where numerous religious leaders gathered for an observance of World AIDS Day.

Another central issue of debate in the United States is the government's policies to exclude lesbians and gays from military service. At the last General Conference Rev. Troy Perry asked for and received an offering from those who were interested in this issue. Over \$10,000 was contributed. During this past biennium, the UFMCC has used a portion of these funds to enter a cooperative relationship with the Servicemembers' Legal Defense Network. As a result, a large advertisement was placed in the leading military publications, Army, Navy and Air Force Times, reaching millions of U.S. military personnel. We continue to consult with this group on issues of litigation and chaplaincy, and are dealing with these issues through this relationship. We are happy to welcome to this General Conference the co-Executive Directors of SLDN, Ms. Michelle Benecke and Mr. Dixon Osburn. They will be participating in a featured workshop, Outreach to Lesbian & Gay Military Personnel.

The Ministry of Justice

One of the most ominous developments in the past several years has been the resurgence of political crusades by various radical right groups, who, in the name of their religious affiliations, promote a deepening bigotry with ever more virulent expressions of homophobia and racism. One of the most effective and influential voices in the face of such oppression has been that of Rev. Mel White, a noted author and former colleague of several of the radical right's most strident leaders. The Board of Elders is pleased to announce that, as of January 1, 1995, Rev. White is representing the UFMCC as a Minister of Justice, and has constantly challenged the radical right on television programs, radio talk shows, and in literally hundreds of newspapers and magazines. Although the budget of this past biennium has not provided for funding of these activities, Rev. White has generously contributed his time to these efforts without financial compensation. During the next biennium, budgeted funds and monies from fund-raising activities will support an expanded effort to mobilize a growing grassroots network to promote issues of justice, around the world.



Ecumenical Witness

During this past biennium, ecumenical efforts of the UFMCC have focused less on the National Council of Churches in the U.S. and increasingly on connections through the World Council of Churches. Additionally, much more emphasis is being placed on building working relationships with gay, lesbian and bisexual caucus groups affiliated with various communions. One very powerful result of such cooperation was the moving prayer

Thinking About Tomorrow

Uncertain
as the
Future
may be,
Our
Future is
Secure in
the One
we
Follow.

Approaching the eve of a new millennium, uncertainties abound. Will the political fortunes of the radical right lead to a virtual theocracy with homophobia as a fundamental of its faith? Will the discovery of a "gay gene" lead to attempts of genetic manipulation that would seek to eliminate homosexuality? How would full inclusion of gays, lesbians and bisexuals in mainline churches impact the ministry of Metropolitan Community Churches? What changes will occur in the HIV/AIDS pandemic, and how are we prepared to engage those changes? Will the increasing patterns of immigrant bashing unleash new waves of racism, and what would be the impact as we strive to build diverse congregations? In what ways will globalization and technology influence our development? Some of these may have sounded like cosmic questions a few years ago, but may well be tomorrow's realities.

What *is* certain as we face a radically different environment in which to minister is the clear and constant purpose that called this Fellowship into being. We have been called to bring the Gospel of Jesus Christ to an unreached nation around the world, a global tribe of sexual minorities including gay, lesbian, bisexual and transgendered people. In the turbulent sea of rapid change we must remain anchored in this purpose.

Four challenges must be met if we are to be true to our calling and successful in our mission:

We Must Strongly Focus on Outreach and Inclusion – All too often, churches become comfort zones for the status quo. No Metropolitan Community Church should be content unless new people are constantly being brought into its life and ministry. Particular intention should be given to understanding generational needs and characteristics of age groupings local churches have yet to reach. Although most of our churches express a commitment to inclusivity, the reality is that few MCCs have a membership which reflects the proportions of gay and lesbian populations in ethnic and racial minority communities of their area, and we have fewer churches with primary outreach in these communities. We need strategies to understand the cultures, needs and expectations of unchurched people in these communities and to reach them.

We Must Develop Effective Strategies as a Global Movement – The multinational, multicultural aspects of the UFMCC as a global movement provide both opportunities and challenges which have often been given lesser priority in the allocation of emphasis and resources. Many of the greatest opportunities for outreach and inclusion in the future lie in countries and cultures where no MCC presently exists. These are areas that could witness our greatest growth. This will require much more attention to multilingual and cross-cultural initiatives as we move toward a truly global ministry.

We Must Practice the Discipleship that will Develop Leaders – Recruitment, training and retention of leaders to build ministry is the essence of discipleship. The making of disciples is the heart of our mission. The single most critical challenge facing the UFMCC is the development of clergy and lay leaders who are infused with the vision and values of this inclusive Fellowship and are capable of leading local churches to growth and vitality. We need more effective strategies, including the addition of teaching churches and mentoring networks, to build upon the foundational efforts of existing educational programs. And we need to place special priority on the recruitment, development and support of leaders from within communities of color if we are serious about inclusive outreach.

We Must Practice the Stewardship that will Assure our Growth – For far too long, we have failed to build an adequate financial base which would provide adequately for the needs of our mission. Wise and prudent stewardship grows from the high levels of commitment by leaders and disciples who teach and model biblical principles of tithing, then manage well the resources at hand. We need improvement in this area. More emphasis on stewardship in our local churches and wiser management of our resources at all levels of the Fellowship will be critical for our future strength. Intentional financial development efforts and the investment of capital funds in a building for our international offices are two initiatives which can improve the financial position of the UFMCC.

Strategic Growth Initiative: Helping Churches to Grow.

event, Hands Around The God-Box, held in conjunction with Stonewall 25. This event, sponsored by the UFMCC and co-sponsored by several caucus groups, surrounded the headquarters of the National Council of Churches in a confrontation of religious homophobia. The demonstration drew extensive media coverage, particularly in the religious press.

Official Observer status in the World Council of Churches led to participation in the World Council of Churches Central Committee meeting in South Africa during January, 1994. Rev. Elder Nancy Wilson and Rev. Kittredge Cherry both participated in these meetings. At the same time, contacts were made with a number of gay and lesbian groups in South Africa, leading to the participation of five South African gay and lesbian Christians in the UFMCC's 1994 Church Leadership Conference.

Ecumenical Witness and Ministry is now working on producing "how-to" materials for grass-roots local church ecumenical involvement. The greatest successes happen at the local level. As our churches cooperate, network and communicate with other churches and religious groups we create a safer, healthier environment for all people, and in which our churches can flourish. Such cooperation also helps fulfill the UFMCC's mission to help the church universal heal from homophobia.

Strategic Growth Initiative

We are pleased to announce the Strategic Growth Initiative which will promote growth in local UFMCC churches through strategic direction and planning, leadership development, and resourcing services to local churches and districts. With Rev. Perry's vision to "double within the next decade" as our goal, we will establish growth goals and strategies for every District and WCE, and we will target specific churches and districts for special attention which would yield the maximum growth and produce successful models. At the same time, basic growth and management information will be provided to all districts and churches.

Leading and directing the Strategic Growth Initiative will be Rev. Elder Donald Eastman, who has been one of the leading advocates for effective church growth in Metropolitan Community Churches. Joining Elder Eastman will be an advisory Strategic Growth Team recently appointed by the Board of Elders, and including Rev. Arlene Ackerman, Rev. Michael Piazza, Rev. Brent Hawkes, Rev. Frankye White, Rev. Elder Hong Tan, Rev. Sandra Robinson, and staff consultant, Mr. Ravi Verma.

The Strategic Growth Initiative provides the following services:

Church Support on Growth and Management Issues – Provide periodic information to all UFMCC churches, facilitate training for local church leaders through District and General Conferences and the UFMCC Leadership Conference, identify and develop "teaching churches" to train local church leaders, coordinate training, mentoring and networking opportunities for local church leaders, and be accessible to individual local church leaders for consultation.

District Support – Conduct annual analysis of growth in districts, provide information, facilitate in-service training and provide individual consultation services for District Coordinators on church growth and management issues.

Target Churches – Provide comprehensive and continuing consultation services on strategic planning, leadership development and resources to selected churches committed to moving beyond a present numerical plateau.

Troubled Churches – Provide comprehensive and continuing consultation services including conflict mediation as needed, strategic planning, leadership development and resources to selected key churches experiencing or at risk of major numerical membership loss.

More than 30 churches have requested consideration as target churches for the Strategic Growth Initiative. Ten churches will be selected as the initial target churches shortly following this General Conference, and consultation services will begin by mid-September, 1995.

In Memory

We lovingly remember those Clergy, Lay Leaders and Elders of the Universal Fellowship of Metropolitan Community Churches who have passed on to eternal life.

Rev. William R. Larson, 1973
Rev. William Reehm, 1974
Rev. Clonnie Lambert, 1974
Rev. Vivian Erwin, 1975
Rev. Carl Bivens, 1975
Rev. John Pfeiderer, 1982
Rev. Sandra Taylor, 1983
Rev. Virgil Scott, 1985
Rev. David Callentine, 1988
Rev. Frank Crouch, 1988
Rev. Robert Twar, 1988
Rev. Bernardo David, 1988
Rev. Elder John Hose, 1988
Rev. Elder Jim Sandmire, 1989
Rev. John Feagan, 1989
Rev. Roger Webb, 1989
Rev. Earl Schmidt, 1989
Rev. Bruce Hughes, 1990
Rev. Brad Anderson, 1990
Rev. Jim Harris, 1990
Rev. Ron Russell-Coons, 1990
Rev. Emmett Watkins, 1990
Rev. Rick Weatherley, 1991
Rev. Howard Wells, 1991
Rev. Nancy Alarie-Dupell, 1991
Rev. Robert Pierce, 1992
Rev. Ernie Edwards, 1992
Elder Michael Mank, 1992
Re. Jack Herman, 1992
Rev. Bruce Hill, 1992
Rev. Randall Hill, 1992
Rev. Wayne Gollihar, 1992
Rev. David Eckert, 1992
Rev. Linda Bynum, 1992
Mr. Alan Robertson, 1992
Rev. David Presley, 1993
Rev. Bill Colter, 1993

Rev. Stan Roberts, 1993
Rev. Thomas Walker, 1993
Rev. Stevie Lindic, 1993
Rev. Bill Smith, 1993
Rev. Keith Davis, 1993
Rev. Paul Peachy, 1993
Rev. Ted Calloway, 1993
Rev. Arthur Green, 1993
Rev. Larry Dunlap, 1993
Rev. Brian Hanlon, 1993
Rev. Ken Bland, 1993
Rev. Angie Umbertino, 1993
Rev. Dan Mahoney, 1993
Rev. Larry Uhrig, 1993
Rev. Cliff Morrison, 1994
Rev. Grant Brush, 1994
Rev. Calvin Lindley, 1994
Rev. Bob Jones, 1994
Rev. Phillip Quinn, 1994
Rev. Frank Murr, 1994
Mr. Robert Johnson, 1994
Rev. Don McRae, 1995
Rev. Buff Fischer, 1995
Rev. Matthew Snyder, 1995
Rev. Patrick Mecham, 1995
Rev. Joan Johnson, 1995
Rev. Daniel Brauer, 1995
Rev. Kenneth Caton, 1995

Mission and Ministry in a New Millennium

The Elders' Report on Structures and Systems

At the threshold of a new millennium, and with a vision of reaching a new global generation with the gospel of Jesus Christ, we must remember the cherished articulation of the UFMCC's mission based upon Rev. Troy D. Perry's historic sermon on "the three-pronged gospel" of Christian salvation, community and social action.

We are called by God:

- To personal transformation and mutuality through the liberating gospel of Jesus Christ;
- To confront the injustice of poverty, sexism, racism and homophobia through Christian social action
- To create communities of healing and reconciliation through faith, hope and love.

The spiritual and numerical church growth that we yearn for must be rooted and grounded in these basic ideals and values. Any structure that we create or revise must be the servant of these ideals, especially as we engage the demands and opportunities of a new millennium.

The just, wise and global sharing of resources and power must be the hallmark of twenty-first century Christian stewardship for all levels of the UFMCC as we seek to fulfill our God-given mission.

The very needs that drew us all into this Fellowship still exist, unmet, in the lives of millions worldwide. Now is the time to make the commitment and necessary changes that will enable us to reach a whole new generation with the inclusive Gospel that we have received. We have been called to carry this good news to all peoples and make disciples everywhere. This is our mission.

We believe that God is calling us to think and act globally as we minister locally, and build a growing global network of strong and diverse Metropolitan Community Churches which reflect wholeness, wellness and holiness to the larger communities in which they minister.

At the heart of the changes proposed here is our conviction that the witness which will effectively reach people everywhere depends upon strong local churches; consequently, the substance and strategy for each proposal seeks to strengthen local church ministry. It is crucial to remember, however, that beyond these changes to our structures and systems, the most important choices and changes are the ones that we as individuals and churches will make to reach this emerging global generation with the Gospel of Jesus Christ.

A Quick Look At Proposed Changes

STRENGTHENING DISTRICTS

Local churches depend upon districts for various services and support ranging from guidance on starting a New Work to consultation on the selection of a new pastor in an existing church; from facilitation of the development of new leaders through Samaritan District Partnerships to the coordination of fellowship and educational activities at district conferences, and much more. Some districts have substantial financial and personnel resources and are able to function effectively, some districts have far less resources, and they struggle to provide minimal support and services to local churches.

All UFMCC districts need to function effectively; here are some changes that can help this happen:

- A Pilot Project Fund will redirect a portion of tithes sent to the UFMCC by local churches to specific projects which promote the growth of districts, World Church Extension and local churches. By the year 2000, twenty percent of the amount sent to the UFMCC by local churches will be allocated for this fund which can be accessed for special projects by districts and World Church Extension through the General Council.
- A flexibility clause in the UFMCC Bylaws would allow districts and local churches to structure themselves in ways which honor their unique cultural, legal, linguistic, and financial circumstances. Just as churches presently find flexibility when UFMCC Bylaws are in conflict with the national laws affecting those churches, this proposed Bylaws change would extend the possibility of flexibility for other reasons.
- Specific standards for the qualifications and training of district coordinators will assure that all individuals elected to this position are equipped with essential experience and skills which serve to enable the growth and development of local church ministry. A proposed Bylaws change provides that district coordinators possess a specific level of experience and skills; proposed qualifications and training for the office of district coordinator would be defined by the General Council for inclusion in the General Council's Policy Manual.

- The establishment and evaluation of district boundaries and creation of new districts would be implemented by the Board of Elders in accordance with a process defined in an amendment to UFMCC Bylaws. Criteria for the evaluation and establishment of district boundaries would be set by the Board of Elders, assuring that each district has the basic strength to function effectively; a three-member Geographic Review Board would consult with local churches and districts affected by specific boundaries considerations, then make recommendations to the Board of Elders; the Board of Elders would make final boundaries determinations following consultation with the General Council.

IMPROVING GENERAL CONFERENCE

Whenever a local church experiences substantial numerical growth, it requires changes in its own structures and systems, including its approaches to governance. The same is true for the UFMCC. Ten years ago our growth required significant changes in systems and structures, and in the General Conference. Continuing growth in the past decade now presents the need to strongly focus the emphasis of this powerful worldwide gathering on those activities and programs that serve to inspire and strengthen the leaders of local churches.

To facilitate further growth, the General Conference needs more effective ways of celebration, education and governance; here are some changes that can help this happen:

- A streamlined General Conference business agenda will permit more effective deliberation on issues of governance while increasing time, energy and financial resources devoted to worship, celebration, education and training events. Lay and clergy delegates will be able to focus more of their time and attention on acquiring new ministry ideas and skills that will help their local churches grow.
- In a new process for developing the UFMCC budget, the General Conference would establish ministry priorities, then the General Council would develop a detailed line-item budget based upon those priorities. This process will increase the guidance from local churches in the actual development of the UFMCC budget.
- A proposed Bylaws change to hold General Conference once every three years rather than once every two years would reduce the cost of General Conferences to local churches by one-third. This proposed change would also redirect a portion of denominational staff time and costs to development of other resources which support local church ministry.

INCLUSIVITY IN GOVERNANCE

At present, the local churches in World Church Extension areas are not represented with voice or vote on the General Council, and sometimes have great difficulty in participating in the General Conference.

Global mutuality requires that all churches of the UFMCC are equal partners in governance; here are some changes that will help this happen:

- A proposed consultation of the Board of Elders with all areas of World Church Extension will be conducted during the next biennium, leading to major proposals for consideration at the 1997 General Conference. This consultation would deal with the wide range of issues affecting churches in all the WCE areas.
- A use of the proposed Bylaws amendment to create a flexibility clause, if passed, would create a position for a World Church Extension representative on the General Council with voice and vote. The proposals to the 1997 General Conference would further develop such representation in the permanent structure. For the next biennium only, this representative would be appointed by the Board of Elders.
- A proposed Bylaws amendment changes the name of World Church Extension to the Ministry of Global Outreach.

Resourcing Local Churches

Numerous changes have been made over the past three years to strongly focus all activities of the UFMCC on increasing the quality of resources and services provided to local churches. All UFMCC programs now operate on the basis of a Service Statement and Service Plan which places primary emphasis on producing resources and services that directly impact local churches. These changes will be evident in the reports of the various programs to General Conference XVII.

Beyond the activities by UFMCC programs supporting ministry in local MCC congregations, is the intense commitment by the staff of the UFMCC's international offices to provide the highest quality of service as specifically noted in the "State of the Fellowship" section of the Board of Elders' Report to the General Conference.

One of the most significant changes adopted by the Board of Elders is the Strategic Growth Initiative which directs substantial energy and resources toward helping local churches and districts grow. Again, the details of this important initiative are presented in another section of the Board of Elders' Report to the General Conference.

All of this is only a beginning of the change envisioned by the Board of Elders and General Council to place our strongest emphasis on those programs and activities which will strengthen local church ministry. Toward this goal, the General Council has asked the Board of Elders to conduct a feasibility study for the development of a Department of Ministry & Social Justice which would provide a comprehensive structure to evaluate, coordinate, fund and sustain effective ministries and projects of the UFMCC. The results of this study will be presented to the 1997 General Conference.

A Commitment to Excellence

From the ancients of Israel whose offerings of first-fruits were the very best, to the woman of Bethany who anointed Jesus with her very costly perfume, to eternal elders in the new Jerusalem who proclaim the worthiness of the Lamb in a new song of wisdom and might and honor, God is always worthy of the best we have to give.

Our ability to reach this global generation will be measured by the excellence we bring to the tasks of ministry entrusted to each of us. The Board of Elders prays that every structure and system of the UFMCC will become a servant and symbol of a new era of passionate commitment to ever increasing maturity, mutuality and quality in our devotion to this gospel.

I pray that your love may overflow more and more with knowledge and full insight to determine the things that are excellent...having produced a harvest of righteousness that comes through Jesus Christ for the glory and praise of God.

— *Philippians 1:10-11*

Recommendations of the Board of Elders

All recommended changes will occur as a result of proposed amendments to UFMCC Bylaws, proposed amendments to the procedures of the General Conference, or actions of the Board of Elders and/or General Council.

Guiding Principles for Change in UFMCC Structures and Systems

1. Provide for leadership that has the financial and human resources needed to accomplish their purpose which is to support and develop ministry and growth at the local church level.
2. Transfer some administrative functions of General Conference, General Council and district conference to appropriate staff to allow these legislative bodies to focus on providing services to the local church.
3. Increase the responsibility, authority and accountability of the Board of Elders and district coordinator in the areas specifically delineated in this proposal.
4. Ensure that consideration is given to reflecting the multifaceted diversity of the membership in all UFMCC appointments.
5. Provide resources in the languages represented in the UFMCC.

The recommendations provide for

1. Development of fully functional districts that are all equal partners in governance;
2. Workable and sufficient finances for the UFMCC and districts;
3. Support for effective leadership throughout the UFMCC;
4. Continuation of our commitment to being an international UFMCC while addressing our desire for quality and effectiveness in ministry; and
5. Opportunity for flexibility and creativity at the district level by introducing a Flexibility Clause to UFMCC Bylaws which will allow General Council the authority to respond on behalf of the UFMCC to cultural, linguistic and national particularities of its local churches.

The proposed structural changes will facilitate an increase in pastoral and administrative support available at the district level while also facilitating the development of quality leadership for the local church.

Recommendations Regarding UFMCC Services

We recommend that the following be accomplished from the UFMCC level:

1. Be aware of and address the multinational, cross-cultural and language issues of the UFMCC.
2. Provide human, financial and material resources to districts that support local church ministry.

3. Provide training resources for UFMCC, district and local church leadership.
4. Develop educational and training curricula to provide qualified, experienced district and local church lay and clergy leadership
5. Plan and implement a World Jubilee and General Conference beginning in 2000 which serves to do the following:
 - a. Clarify to the UFMCC what we hold in common: the vision of UFMCC, our Statement of Faith, and our purpose as a denomination.
 - b. Develop a sense of belonging, support and accountability in relationship with all member churches of the UFMCC.
 - c. Emphasize our primary call to ministry within the gay/lesbian community
 - d. Help all people within the UFMCC to reach beyond ourselves and our issues, to be a credible witness in the world to others, especially through the Ministry of Global Outreach.
 - e. Lead the UFMCC in being an informed voice for political and social action in local church communities in the UFMCC.
 - f. Provide celebration, worship services, training and learning experiences to bolster the strength of the local church and our mutual ministry in the world.
 - g. Conduct a worldwide business meeting called the General Conference.
6. Ensure that all persons hired, all materials developed and all funds expended have the end goal of strengthening the local churches in our denomination.
7. Develop process of evaluation which addresses the effectiveness of resources and training programs created by the UFMCC in service to the districts in order to assure that the resources and programs are actually meeting the needs of the local church.
8. Ensure all legal and fiduciary responsibilities of the UFMCC are met.
9. Be responsible to provide effective and efficient communication throughout the UFMCC.
10. Implement a strategy for providing direct assistance to the local churches from the UFMCC to enable and empower church growth and development.

Recommendations Regarding UFMCC Structures

In order to clarify the role of the General Conference, General Council, Board of Elders and the Moderator, the Board of Elders recommends the following:

GENERAL CONFERENCE

Definition of General Conference

General Conference is the legislative gathering of eligible voting delegates of the UFMCC.

Recommendations for General Conference Business Agenda

A streamlined General Conference business agenda is proposed (a) to allow us to continue the process of delegating some of that which formerly has been done as General Conference business to more appropriate bodies and (b) to expend more time, energy and financial resources for the World Jubilee's worship, celebration, education and training events. Therefore, it is recommended that the General Conference business agenda be reduced to the following items:

1. Receive the Report of the Board of Elders and affirm the vision of the UFMCC.
2. Receive the Report of General Council.
3. Amend Bylaws.

4. Establish ministry priorities for the UFMCC Budget
5. Conduct elections for the Board of Elders.
6. Receive regional or country caucus reports on issues of interest to the entire UFMCC.
7. Consider motions of courtesy and appreciation

Ministry Priorities Development for the UFMCC Budget

General Conference would give input and feedback concerning UFMCC ministry priorities for the purpose of guiding the General Council in developing the actual line item budget. General Conference would no longer approve the line item budget but rather would hold the General Council accountable to ensure that the UFMCC budget reflects the ministry priorities as determined by the General Conference.

Before General Conference, Lay and Clergy Delegates would have the opportunity at district conference to give input and feedback to General Council regarding ministry priorities for the UFMCC. General Council would then compile the information gathered from all of the district conferences and submit it to General Conference for final determination. At General Conference, a forum on ministry priorities would be held. Delegates would discuss the suggested ministry priorities in the forum, and then vote during the business meeting to establish the UFMCC ministry priorities. General Council would then create the line item budget based upon decisions made by General Conference.

The General Council is held accountable to the General Conference by using UFMCC resources to fund the ministry priorities as determined by the General Conference. General Conference will be able to tell whether or not General Council has used UFMCC funds wisely by the ministry that is reported as accomplished at General Conferences.

Similar to growing churches, our denomination has grown to the point where it is very difficult for Conference delegates to know the actual expense of any ministry the UFMCC is responsible to conduct. In reality, members of the General Council, aided by the UFMCC administrative staff, are better able to determine the actual costs of ministry in detail and are in the position to adjust funding if needed so as to empower all UFMCC ministry and to accomplish the will of the General Conference.

The General Council would develop and create a line item budget at the October General Council meeting following a General Conference. From the ministry priorities as established by the General Conference the General Council would create and approve a line item budget. Copies of that budget would then be sent to every district committee from which any lay or clergy delegate could request an individual copy. Based on feedback from the districts, General Council may review and modify the budget.

Regional or Country Caucus Reports

Regional or Country Caucus meetings would take place during the World Jubilee prior to the General Conference. These meetings allow delegates to discuss issues that are of importance to their particular region or country that do not pertain to the whole of the UFMCC. For instance, the USA Board of Pensions would be discussed in a USA Caucus meeting rather than on the floor of General Conference. Issues that arise in a regional or country caucus meeting that pertain to the entire UFMCC will be shared in the Business section of the agenda. For instance, Mexico in its caucus meeting may have issues that affect the whole UFMCC and may bring them to the floor at this time in the business meeting.

THE ROLE OF THE BOARD OF ELDERS

Based on the purpose and role of UFMCC leadership as described above, the responsibilities of the Board of Elders will include:

1. Providing spiritual guidance and leadership for the UFMCC
2. Articulating the vision of the UFMCC.
3. Facilitating communication between the UFMCC and districts.
4. Providing administrative leadership as per the UFMCC Bylaws

ROLE OF THE MODERATOR OF THE UFMCC

The responsibilities of the Moderator will include:

1. Representing the UFMCC
2. Assisting in the formulation and articulation of the vision.
3. Having responsibility for moderating the Board of Elders, General Conference and General Council. (It is the intent of this recommendation that the Moderator be free to delegate the task of facilitating the meetings to someone else.)
4. Serving as Chief Executive Officer of the UFMCC.

GENERAL COUNCIL

The members of the General Council shall continue to be the District Coordinators and the members of the Board of Elders. The overall responsibility of the General Council is to provide financial, legal and material resources to support districts in providing services to the local church and to carry out the directives of the General Conference. In order to fulfill this purpose, the General Council will carry out the administrative business of the UFMCC and its responsibilities will include:

1. Develop policies and make decisions to ensure that the goals and objectives of the UFMCC vision are met.
2. Approve advisory letters.
3. Approve recommendations of the Board of Elders regarding
 - a. Location and purchase of Fellowship Headquarters;
 - b. Appointments to UFMCC committees and task forces;
 - c. Structure and procedures for the Judiciary Committee; and
 - d. Guidelines for programs and program development.
4. Consider requests for flexibility regarding Bylaws, policies and/or procedures
5. Review budgets and financial statements of all districts.
6. Approve budgets and financial statements of districts that receive funding from the UFMCC
7. Review and evaluate districts to assure that UFMCC and district programming is meeting local church needs as defined by the local church.
8. Address General Conference business meeting procedural motions as submitted to the General Council prior to General Conference.
9. Develop and approve UFMCC budget based on the ministry priorities given to General Council by the General Conference.
10. Have charge of all matters pertaining to Articles of Incorporation or other documents of legal organization, property and finances of the UFMCC. The General Council acts as the Board of Directors of the UFMCC.
11. Develop criteria for, oversee, monitor and evaluate the pilot projects program as described in this proposal.

Implications of Recommended Role of General Council:

1. Board of Pensions (USA) will fall under the jurisdiction of those Elders and District Coordinators residing in the United States. Issues regarding Board of Pensions USA will be discussed in a USA country caucus during the World Jubilee/General Conference

2. General Council work, where possible, will be performed by staff or by independent business agencies, guided by policies established by General Council.
3. The General Council rather than General Conference or the Board of Elders will have the responsibility for establishing UFMCC policies and budget based upon ministry priorities created by the General Conference.
4. General Council will select World Jubilee/General Conference sites.

FELLOWSHIP PROGRAM AGENCIES, BOARDS, COMMITTEES AND INSTITUTIONS

The Elders recommend Bylaw changes to clarify and simplify language about UFMCC programs, Boards, Committees and Institutions. It is inappropriate to fix in concrete the diverse names and number of UFMCC boards, commissions or programs in the UFMCC Bylaws. Also, it is not fair or accurate for some of the UFMCC programs or institutions to get mentioned in the Bylaws while others are not included.

The Bylaws in Article V.D.3.a., lines 7 and 8, page 18 gives authority to the General Council to establish “various boards, commissions and programs.” The evaluation and development of UFMCC programs is one of the great challenges facing the General Council now and in the near future. In order to do the ongoing work of program evaluation, and restructuring to maximize the resources of UFMCC for the purpose of serving the local church, the Council must have the flexibility to change and develop our program and budget.

Recommendations Regarding Districts

The purpose of each district is to pro-actively work to meet the needs of its local churches by providing resources, training and educational programs that serve to assist local churches in producing both spiritual and numerical growth.

RESPONSIBILITIES OF THE DISTRICT

1. Develop and implement an intentional plan for the creation of new local churches and nurture growth and maturity of all local churches within a district's geographical area.
2. Be aware of and address the multinational, cross-cultural and language issues of the district's geographical area.
3. Provide ongoing Clergy and Lay leadership training programs.
4. Ensure that every local church has a qualified, skilled and knowledgeable Pastor to lead the church to grow both in number and spirit.
5. Facilitate celebration and conflict management in the local church, as needed.
6. Ensure that training and education for clergy credentialing is made available.
7. Make requests on behalf of its local churches to access additional funding through the UFMCC Pilot Projects Program and the Strategic Growth Initiative Program which are administered by the General Council and Board of Elders, respectively.

DISTRICT CONFERENCE

District conference is responsible for amending its Bylaws and Standard Operating Procedures, embracing the vision of the district, approving budget and/or ministry priorities, and conducting elections for vacant positions within the district. Additionally, the District Conference is responsible for considering by vote any resolutions for referral to General Council or UFMCC Bylaw recommendations and UFMCC Ministry Priorities recommendations from its conference delegates and for nominating candidates for the Board of Elders. The District Conference will also provide opportunities for education and celebration similar to the World Jubilee.

DISTRICT LEADERSHIP

It is recommended that the following funded positions be created for each district:

1. Full-time District Coordinator
2. District administrative staff

The Role of the District Coordinator

Based on the purpose and role of district and UFMCC leadership as described above, the District Coordinator responsibilities will include:

1. Providing spiritual guidance and leadership for the District.
2. Articulating the vision for the District.
3. Facilitating growth of local churches.
4. Facilitating communication between the UFMCC, District and local churches.
5. Providing administrative leadership.
6. Serving as Chief Executive Officer of the District.

Proposed Qualifications for Office of District Coordinator, as defined by General Council for inclusion in the General Council Policy Manual:

1. Candidate for the position of District Coordinator would be required to possess at least three years experience in UFMCC and experience in successful organizational leadership (demonstrated by numerical and financial growth, increased stability, increased productivity, reduced personnel turnover, etc.). The candidate would have pastoral/personnel skills to work with local church leaders and district committees. These skills should include conflict management, church administration, relevant legal knowledge, management of volunteers, self-care and time management, financial reporting, and UFMCC polity.
2. During the first year, the new District Coordinator must have completed (or demonstrate the equivalent training or experience) two Samaritan courses: Church Administration and UFMCC Polity.
3. Prior to the new District Coordinator's first General Council meeting, the new District Coordinator will attend a one or two day orientation as coordinated by the Core Team of General Council and conducted by District Coordinators.
4. District Coordinators will receive ongoing in-service training during the semiannual District Coordinators meeting.

PROCESS FOR DETERMINATION OF DISTRICT BOUNDARIES BY THE BOARD OF ELDERS

Geographic Review Board

The Geographic Review Board will facilitate and service the process regarding any district boundary changes. The Board will devise a process to receive input from and consult with districts who may be affected by any proposed boundary change. Requests for district boundary changes may be initiated and reviewed by a district, two or more districts, the General Council or the Board of Elders.

The Geographic Review Board will be comprised of three members appointed by the Board of Elders and approved by General Council. The duties of the Geographic Review Board will include recommending to the Board of Elders:

1. The criteria by which boundaries are set, which will include but not be limited to the criteria for district boundaries as listed below in this document;
2. The criteria by which boundaries are reevaluated; and

3. Specific boundaries for districts.

The recommendation of the Geographic Review Board regarding specific district boundary changes or additions will go to the Board of Elders for approval after consultation with the General Council.

Recommended Criteria for District Boundaries

The Board of Elders recommends that the following be the preliminary criteria for establishing any new district boundaries:

1. Districts may be international in their composition
2. Districts need to have sufficient financial support both (a) to attract and ensure qualified and experienced full-time leadership that can promote growth and (b) to provide resources to the local churches.
3. Districts need to have a sufficient number of existing churches that are willing and able to assist in promoting growth and ministry in a district. Such churches are those with stable, effective pastoral leadership; strong lay leadership and ministry programs; and a sufficient financial and membership base to replicate leadership and support the nurture of new churches under the authority of the district.
4. Priority for district budgets shall be to provide for a full-time District Coordinator, sufficient administrative support, and sufficient funding to allow for travel by District Officers, including meetings of the District Committee.

Ministry of Global Outreach

World Church Extension becomes the Ministry of Global Outreach (GO) but will not alter in structure at this time. During the next biennium it will hold extensive consultation with the Board of Elders and all areas of Global Outreach through the Administrator, to determine its most effective future for growth in the UFMCC. This consultation will include but not be limited to:

1. Detailed research and analysis to determine the best ways to assist existing Global Outreach areas and local churches to move towards self-determination.
2. Reallocation of funding and equitable distribution of funds to assist in training and development of leadership for quality ministry and governance.
3. Existing churches/works that apply for affiliation will be approved only after consultation and training pertaining to UFMCC.
4. A moratorium on the creation of works in new countries unless extensive training and development has taken place.

Global Outreach presently encompasses some 33 churches in 7 countries, but has neither voice nor vote in the general governance of the UFMCC through General Council. It is therefore recommended that the General Council create a position of Global Outreach Representative on General Council with voice and vote. This representative will be appointed, for the next biennium only, by the Board of Elders in consultation with the Global Outreach Area Coordinators and the Global Outreach Administrator. In addition, the Administrator will be seated as an official observer of the General Council.

Following this, major proposals will be presented to the 1997 General Conference to further develop a permanent structure for the Ministry of Global Outreach, including representation on the General Council. The representation on General Council as mentioned above is a temporary method that will require the General Council to invoke the flexibility clause for its implementation.

Recommendation for the Creation of a New Pilot Projects Program

The Elders recommend that a new UFMCC ministry be provided to create stronger and healthier districts. Districts on behalf of the district or their local churches can submit proposals to access UFMCC tithe funding for projects that would result in the spiritual and numerical growth of its local churches. It is the intent that local churches will grow through the Pilot Projects Program. In turn, this will enable districts, local churches and the UFMCC to provide full-time, paid leadership and adequate funds to enact ministry. Initial pilot project funds would be used to bolster ministry in districts that currently do not have sufficient funds to fulfill their tasks as a district. All requests for Pilot Projects Program funds will be made through a district

Examples of possible Pilot Project Program proposals for a district might be one or more of the following:

1. **District Restructure.** A district that chooses to restructure may want to request Pilot Project funds in order to test a new structure. A covenant to restructure would be made with the General Council in exchange for the funding. The structure would be tested over a specific period of time, evaluated and continued should it be determined that the new structure indeed produced spiritual and numerical growth of a district's local churches. Over time, the funding from the Pilot Project Program would decrease as the district is able to be self-sufficient due to the growth of its local churches.
2. **Salary subsidization for District Coordinators or local church Pastors.** Districts and local churches that have full-time leaders grow in spirit and number. A district might want to request Pilot Project funds for a specific period of time to subsidize the salary of a part-time District Coordinator or local church Pastor while the District or local church grows to the point of being able to fund these full-time positions themselves.
3. **District Mergers.** Two or more districts might choose to merge in order to better meet the needs of their local churches. Pilot project funds might be requested to support the creation of the merged district.
4. **Grants to Districts to Support Specific Proposals for Growth** (funding for two or three small projects):
 - a. District Coordinator travel subsidy
 - b. Plant new churches
 - c. Computer or other equipment for the district/local church
 - d. Proposals for inter-district shared resources (equipment, personnel, training programs)

The responsibility for selecting, administering and evaluating pilot projects rests with the General Council. Council will develop a process for evaluating funding proposals submitted from districts. Successful proposals will be those that show strong potential for producing spiritual and numerical growth for the district or local church. There will be an ongoing evaluation of each pilot project throughout the agreed upon period in which the project will be funded.

Should the General Conference approve this new UFMCC program, the General Council will move to create a detailed process of how districts submit proposals, the expected contents of a proposal for funding, and the evaluation process.

RECOMMENDATION FOR FUNDING THE PILOT PROJECT PROGRAM

A Pilot Project Program Fund (Fund) will be established and managed by the General Council. Beginning in 1997, 1/2% of the 10% tithe income received by the UFMCC from local churches would be allocated to the Fund. In 1998, 1% of the 10% tithe income would be allocated to the Fund. In 1999, 1-1/2% of the 10% tithe income would be allocated to the Fund. In 2000, 2% will be allocated to the Fund.

By the year 2000, a full 2% of the 10% tithe income received by the UFMCC will be dedicated to the Fund. Essentially, what this means is that all other UFMCC ministry would be funded by only 8% of the 10% tithe income. 2% of the tithe money would be used to fund district and/or local church pilot projects to assist in supporting local church ministry needs.

The financial considerations for this proposal are as follows:

1. Using conservative projections, UFMCC will see a 9% growth in income for 1997.
2. The anticipated projected income growth for 1998, 1999 and 2000 will be approximately 8%.

3. Based on the above projections the estimated amounts that will be allocated to the Pilot Projects Program Fund should be the following:

1997	\$ 65,836
1998	\$142,205
1999	\$230,372
2000	\$331,735

Each local church will continue to remit 10% to the UFMCC and 5% to the district; this percentage will not increase. Between 1997 and 2000, money will be increasingly diverted from the 10% UFMCC tithe income to finance ministry through districts who choose to take advantage of the Pilot Project program. By making the transfer for these funds through a gradual process, it is anticipated that the growth in revenue to the UFMCC will exceed the funds transferred and thereby, at a minimum, enable the UFMCC to maintain existing services.

Clearly, the General Council will only be able to fund a very few pilot projects in 1997. However, every year thereafter more and more projects will be able to be funded. In 2000, the General Council will evaluate the pilot project program. Based on that evaluation the General Conference may wish to continue the program or General Conference may wish to discontinue the program and direct the General Council through ministry priorities to fund other ministries.

We will need to conduct this program at least through the year 2000 in order to adequately test if it is indeed serving to meet local church and district needs. We anticipate that it will take at least three years to see the results of pilot projects that are funded. Therefore, should the General Conference approve this proposal it would be with the understanding that this program will be evaluated after the year 2000 is completed.

Thank You to the Members of the Elders' Task Force on Structures and Systems

The ETFSS Process

At General Conference XIV (1989 at Minneapolis/St. Paul, Minnesota, USA), the Board of Elders called upon the UFMCC to study how our international dimension is reflected in our structures and systems. At the same time, General Conference itself called upon the Board of Elders to prepare a new procedure for determining District boundaries that would eliminate potential conflicts of interest.

In response to the above, the Board of Elders established the Elders Task Force on Structures and Systems (ETFSS) in 1990, appointing lay and clergy people who would bring different perspectives to the work. ETFSS included pastors of small, medium and large churches; laity and clergy; programmers; a District Coordinator and an Elder; and residents from Australia, Canada, England and the United States. The former and present members of ETFSS are:

Rev. David Farrell (Chair until February 1992), Southwest District
 Rev. Wendy Foxworth (Chair since February 1992), South Central District
 Mr. Bernard Barbour, South Central District, Executive Director of the Department of People of Colors
 Rev. Elder Darlene Garner, Mid-Atlantic District
 Rev. Brent Hawkes (appointed October 1993), Eastern Canadian District
 Ms. Christine Messenger, European District, Lay Person
 Rev. Christine Oscar, Gulf Lower Atlantic District
 Mr. Elder Larry Rodriguez, Southwest District
 Ms. JoNee Shelton, South Central District, Chair of the Commission on Laity
 Rev. Greg Smith, Australian District
 Rev. Larry Uhrig (resigned October 1993), Mid-Atlantic District

ETFSS began meeting in March of 1991 and was given the following charge:

1. Review and assess the procedure for establishing District boundaries and bring recommendations for a new procedure which reduces the possibility of conflict of interest in boundary decisions.
2. Review and assess Fellowship and District/World Church Extension level structures and systems, giving particular attention to the results and impact of structural changes adopted in 1985.
3. Conduct an assessment of needs felt by clergy and lay people of UFMCC churches regarding Fellowship and District/WCE level structures; review previous needs assessment efforts and long-range planning processes conducted since 1985.
4. Review the international impact and implications of UFMCC structures and systems at every level.
5. Present findings and, if deemed appropriate by the Task Force, present recommendations for action and/or structural change.

ETFSS distributed needs assessment surveys to every segment of UFMCC and reported the results of those surveys at General Conference XV (1991, Phoenix, Arizona). At that conference ETFSS reported on its progress and the General Conference referred a proposed Bylaw amendment to ETFSS for further study. The Bylaw amendment stated "The Board of Directors/local church administrative body shall report all church receipts each month to the UFMCC and the District, and with that report shall remit tithes on the funds reported. The percentage of tithes remitted shall be: 9% to the UFMCC, 6% to the District, 1995-1996; 8% to the UFMCC, 7% to the District, 1997-1998; 7% to the UFMCC, 8% to the District, 1999-2000; 6% to the UFMCC, 9% to the District, 2001-2002; and then thereafter 5% to the UFMCC, 10% to the District".

Between General Conference 1991 and General Conference 1993, ETFSS conducted local church, district and denominational workshops and forums on governmental structures and systems; met with the Board of Elders, the General Council, UFMCC programmers and with members of World Church Extension churches; solicited written input from UFMCC programmers, executive staff and all district committees; and made a presentation to General Conference XVI (1993, Phoenix, Arizona U.S.A.)

The 1993 ETFSS report was received by General Conference. That report stated that based on local church needs there was no one universal model of structure or set of Bylaws that could adequately address the diverse

cultural, legal and financial issues of all our church bodies worldwide. Regarding the Bylaw amendment referred to ETFSS concerning redistribution of tithe and assessments, ETFSS recommended that no redistribution of tithes happen at that time. Then ETFSS developed a study guide which asked delegates to explore three different models of structure that might help redistribute resources to the local church. Delegates were asked to respond to the questions asked in the study guide by June of 1994.

ETFSS collated the responses to the study guide and found the following to be the expressed needs of UFMCC local churches:

1. That the UFMCC keep the current structure and create ways within the current structure to bring increased flexibility that would allow local churches and Districts to structure themselves in ways that honor and address their unique cultural needs.
2. That local churches need increased leadership training and educational resources for the purpose of empowering their laity and clergy to enable church growth in both spirit and number.
3. The cost of governance at the UFMCC level needs to be less costly so that local churches can keep more resources to do ministry on a local level. Additionally, those responding to the study guide wanted to see our General Conference focus more on ministry than business where local church delegates would be able to increase time spent in celebration, worship, and educational and training workshops rather than in business meetings. Respondents overwhelmingly responded positively to naming our General Conference the World Jubilee with General Conference being the name of the business meeting that would be held as a part of the Jubilee. Also, respondents felt that 10 years between World Jubilees would be too long of a time yet were open to considering a period of time between Jubilees in the range of 3 to 5 years.
4. That more money be directed to the districts from the UFMCC 10% tithe money to produce stronger districts and as a result increased local church growth. At present, districts vary greatly in geographical size, numbers and size of churches and resources available for growth. Some districts have part-time salaried District Coordinators and few funds for support of local churches. Other districts have full-time District Coordinators, additional salaried staff and resources for travel budgets and support for their local churches. No mechanism presently exists to address these inequities.
5. That there is a need for qualified, trained, skilled and adequately compensated full-time leaders (District Coordinators, Elders and Pastors) to empower local church growth.
6. It has become apparent in the ETFSS process how great a need there is to more clearly embrace and make World Church Extension an integral part of the UFMCC. Through extensive discussion we have come to realize that whatever is done in and to World Church Extension must be done through the participation of the churches and personnel living and doing ministry in World Church Extension areas. In addition, any process undertaken towards change must have integrity and mutuality as it relates to access, representation, economics and education in all the realms of ministry. Members in World Church Extension are equal partners and co-creators of the UFMCC.

Based on the above responses to the Study Guide the ETFSS submitted a 56-page report for consideration by the Board of Elders at their October 1994 meeting that provided potential solutions to the needs identified by study guide responses from clergy and lay members of the Denomination.

In January 1995, the Board of Elders convened a joint meeting and consultation between the Board of Elders and ETFSS, the Director of Administration, the World Church Extension Administrator, and representatives from the District Coordinators, Samaritan College, and the Clergy Credentials and Concerns Committee to review the preliminary report. At the March 1995 General Council meeting, the Chair of ETFSS on behalf of the Board of Elders met with the District Coordinators to receive their input on the recommendations for structural change that resulted from the consultation meeting in January. Reverend Foxworth then facilitated a forum with the General Council to discuss District Coordinator and Elders' concerns regarding the proposed recommendations. With the response received at the March General Council meeting, the Elders then created the recommendations for structural change as presented in this document.

The Board of Elders expresses appreciation to the members of the Elders Task Force on Structures and Systems, and to all who participated in the process during the past five years.



All Things Are Possible!
Mark 9:23

May 1, 1995

Dear Sisters and Brothers:

The report of the Treasurer to General conference XVII is presented in the following sections:

A.) The 1993 and 1994 Financial Statements

1. Balance Sheet: a statement of the Assets and Liabilities of the UFMCC
2. Income and Expense Statement: a summary of income and expenses for each cost center
3. Notes to the financial statements: information which anticipates possible questions or clarifies the statements
4. Reports on UFMCC Funds outside the U.S.A.

B.) The 1993 and 1994 Statement of Tithes from local churches: This reflects the total received from each church for those calendar years.

C.) The 1996-1997 UFMCC Proposed Budget

1. Introduction and Notes to the Budget
2. 1994-1997 Financial Statement/Budget Summary
3. 1996-1997 Budget Detail: Please note that this includes line item detail for the income/expense summary of each "cost center" in the 1994 Financial Statement.

Note: The report continues to be presented in the format established by the General Conference in 1985.

Several actions or trends occurring in this biennium are noteworthy:

1.) The financial position of the UFMCC continues to reflect insufficient reserves or net worth. While the UFMCC is not encumbered with debt, and accounts payable due beyond 60 days are at the lowest level in six years, we still have not built a level of financial assets in excess of liabilities. One of the ways in which most churches and denominations build net worth is in the equity gained through ownership of real property. The General Council's action to authorize acquisition of property for the UFMCC's international offices and the consequent capital fund raising campaign to raise a sufficient down payment will dramatically change the UFMCC's financial position. Additionally, we have recently been notified of a

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bequest in probate which is estimated will provide in excess of \$100,000 to the UFMCC. Proactively, a cost-center and plans have been established for the next biennium to create a program of Financial Development which will aggressively focus on securing financial endowments and other planned giving contributions.

2.) An increasing amount of attention and resources have been directed to risk management. Included in the legal and accounting cost center is the cost of litigation in a lawsuit filed against the UFMCC. An out-of-court settlement was reached in January, 1995, which included an agreement not to publicly discuss the terms of the settlement. All costs to the UFMCC are reported in the legal and accounting cost center of the financial statements for 1994 and 1995. Significant emphasis has been placed on developing effective strategies for prevention of and response to possible future risks:

---Legal Counsel to the UFMCC has reviewed the procedures and processes of the CCCC and the UFMCC Judiciary to recommend appropriate actions, systems and policies that will reduce the risk of legal exposure to the UFMCC. These recommendations have informed the CCCC's proposals for revision to the UFMCC By-Laws, as well as CCCC and Judiciary procedures.

---A Board of Director's Workshop which includes risk management issues has been developed and presented in three districts and several local churches, and is scheduled during this General Conference.

---Training for local church leadership on risk management is the subject of a pre-conference institute presented at this General Conference. A video presentation and study guide of this institute is being produced and will be available to local churches later this year.

---Risk management will be the subject for inservice training of members of the General Council in its October, 1995 meeting. This will provide District Coordinators with additional information and skills for their work with local church leadership.

3.) In 1994, an internal controls study of UFMCC's financial accounting practices was conducted by a Certified Public Accountant who recommended this type of review instead of an independent audit which is far more costly. The results and recommendations of this study were reviewed with the General Council's Program and Budget Division. Such a study will be conducted once during each biennium and an annual progress report will be provided by the CPA. During this past biennium, the UFMCC's accounting office has expanded the Solomon accounting software in use which provides improved inventory control for church services (now the Resource Center). Within the next several months, we expect the accounting office computers to be networked which will improve productivity. During 1994, all accounts for Samaritan College were transferred from UFMCC's accounting office to the school's Texas offices where all accounting functions will now be managed internally. Management of all of Samaritan's finances will be accountable to the school's Board of Trustees, which is appointed by the Board of Elders and approved by the General Council.

4.) In 1994, for the first time in many years, World Church Extension was funded sufficiently to prevent a large deficit. This resulted from an increased allotment in the UFMCC budget and sustaining a level of contributions above the budgeted amount.

In appreciation:

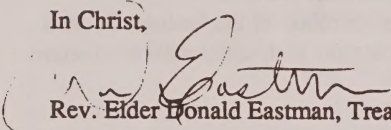
For the past eight years, all accounting functions of the UFMCC have been managed by Mr. Farley Peterson, Administrative Assistant for Financial Affairs. As of June 1, 1995, Farley has resigned this position to relocate to Kansas City, Missouri. A former auditor of tax-exempt organizations with the U.S. Internal Revenue Service, Farley brought great skill and keen insights to his responsibilities with the UFMCC. We wish Farley and his spouse, Kevin, the very best in their new home.

We also express appreciation to other accounting personnel who are responsible for the accounting activities of the UFMCC: Mr. David Martin who processes all data and develops the various reports, and Mr. Bob Heydt, who maintains all of the accounting documents and records.

Additionally, we wish to thank the members of the Program and Budget Division of the General Council, chaired by Rev. Elder Hong Tan, and the heads of UFMCC programs for their work with Mr. Ravi Verma, Director of Administration in preparing the UFMCC budget.

We praise God for the blessings of continuing financial growth of the UFMCC and for the ways in which these resources enable the kinds of services and materials that serve the mission and ministry of MCCs everywhere. We pray that we will all continue as faithful stewards of these gifts.

In Christ,



Rev. Elder Donald Eastman, Treasurer

UNIVERSAL FELLOWSHIP OF METROPOLITAN COMMUNITY CHURCHES

Balance Sheet-Summary As Of December 31, 1993

ASSETS

CURRENT ASSETS:

UFMCC - CASH

General	\$9,498.29	
Moderator's Restricted Fund	4,119.67	
Cash in Bank/Savings	10,000.65	
Cash in Bank Designated	1,401.42	
Cash in Bank/Certificate of Deposit	1,591.01	
TOTAL UFMCC CASH		\$26,611.04

UFMCC PROGRAMS - CASH ACCOUNTS

Samaritan College	\$71,428.04	
Commission on Laity	100.00	
EXCEL International	3,124.96	
TOTAL UFMCC PROG. CASH ACCOUNTS		74,653.00

TOTAL CASH

\$101,264.04

ACCOUNTS RECEIVABLE

Church Services Accounts Receivable	\$10,872.06	
Intra-Accounts Receivable	25,000.00	
Intra-Company Receivables	7,217.79	
Samaritan Intra-Company Receivables	63,000.00	
Ministry Support Receivables - WCE	13,584.77	
MSR - DPOC aids Ministry	2,432.45	
MSR - COL	6,453.27	
MSR - Benevolence	9,366.46	
MSR - Dept. of People of Color	4,105.63	
MSR - Samaritan	725.98	
MSR - Fund for Overcoming Racism	3,652.05	
MSR - Women's Secretariat	7.50	
Travel Pool - Atlanta General Conference	2,375.00	
South Central LA Riot Relief	207.11	
TOTAL RECEIVABLES		149,000.07

TOTAL CURRENT ASSETS

\$250,264.11

OTHER ASSETS:

Church Services Inventory	\$23,250.14	
Land/Building/Equipment	43,750.50	
Less Accumulated Depreciation	(39,403.11)	
Prepaid Rent	10,104.94	
Prepaid Insurance	7,011.15	
General Ledger - Suspense	415.87	

TOTAL OTHER ASSETS

45,129.49

TOTAL ASSETS

\$295,393.60

LIABILITIES AND FUND BALANCE

CURRENT LIABILITIES:

Intra-Company Payables	\$66,879.26
Intra-Comp. Payables-Samaritan	63,000.00
Ministry Support Payable by CCCC	3,204.81
Ministry Support Payable by ETFSS	4,012.98
Royalties Payable	538.28
Unearned K.I.T. Advertising Income	150.30
Accounts Payable - Trade	94,533.60
Accounts Payable - Trade - S/C	<u>10,900.52</u>

TOTAL SHORT TERM PAYABLES

\$243,219.75

OTHER CURRENT LIABILITIES:

Accrued Vacation	<u>\$10,000.00</u>
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TOTAL OTHER CURRENT LIABILITIES

10,000.00

TOTAL LIABILITIES:

\$253,219.75

FUND BALANCES:

Fund Balance/Unrestricted	<u>42,173.85</u>
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TOTAL FUND BALANCE/UNRESTRICTED

42,173.85

TOTAL LIABILITIES / FUND BALANCE

\$295,393.60

REVENUE & EXPENSE STATEMENT
For the Period 01/01/93 Through 12/31/93

Account Description	Year-To-Date		
	Actual	Budget	%
UFMCC INCOME:			
Undesignated Income	\$192.00	\$10,000.00	-98.08
USA Tithes	958,691.75	932,400.00	2.82
Tithes from Outside USA	27,176.52	30,000.00	-9.41
Miscellaneous Income	15,604.05	7,500.00	108.05
Revenue/Church Services	48,680.18	38,700.00	25.79
World Church Extension			
General Income	45,736.49	40,000.00	14.34
Designated Income	14,445.16	37,124.00	-61.09
Translation Fund	6,683.32	0.00	100.00
Rev. Perry Evangelism Rallies	236.43	0.00	100.00
March on Washington	36,315.64	0.00	100.00
Stonewall 25	2,000.00	0.00	100.00
Military Ban Legal Fund	10,640.70	0.00	100.00
Other Income	1,419.42	0.00	100.00
Moderators Restricted Fund	16,899.92	0.00	100.00
General Conference	214,563.88	0.00	100.00
TOTAL INCOME:	\$1,399,285.46	\$1,095,724.00	27.70
INCOME UFMCC PROGRAMS:			
Rev/Samaritan	189,626.33	156,300.00	21.32
Rev/EXCEL International	13,184.09	8,125.00	62.27
Rev/CCCC	20,809.49	25,500.00	-18.39
Designated Inc/aids Program	5,732.29	13,000.00	-55.91
DPOC/aids Program	988.73	0.00	100.00
Designated Inc/DPOC	8,316.55	11,000.00	-24.40
Designated Inc/FFO	571.62	0.00	100.00
Designated Inc/COL	3,392.00	0.00	100.00
Designated Inc/Benevolence	10.00	0.00	100.00
Designated Inc/EWM	3,887.08	2,500.00	55.48
Designated Inc/FOR	1,103.81	0.00	100.00
Designated Inc/TWS	1,640.00	0.00	100.00
TOTAL UFMCC PROGRAM INCOME:	\$249,261.99	\$216,425.00	15.17
TOTAL INCOME	\$1,648,547.45	\$1,312,149.00	25.64

UNIVERSAL FELLOWSHIP OF METROPOLITAN COMMUNITY CHURCHES

EXPENSES:

Administrative	345,262.95	354,852.00	2.70
Accounting & Legal	7,496.46	15,100.00	50.35
Leadership Conference	1,166.98	0.00	100.00
BOE/General Council	375,217.53	361,010.00	-3.94
Auth. Unbudgeted Transition Team	5,217.46	0.00	100.00
Judiciary	2,672.98	5,000.00	46.54
Stonewall 25	2,310.50	0.00	100.00
Translation Fund	1,172.70	0.00	100.00
Rev. Perry Evangelism Rallies	3,456.81	0.00	100.00
March on Washington	34,622.92	0.00	100.00
Fund for Overcoming Racism	3,382.09	0.00	100.00
E.T.F.S.S.	4,741.75	15,000.00	68.39
Church Services Expenses	59,546.41	30,000.00	98.49
Office of Ministry Resources	3,930.30	2,800.00	-40.37
World Church Extension			
Currency Exchange	3,653.94	13,000.00	71.89
Nigeria	1,413.00	0.00	100.00
Dominican Republic	528.43	0.00	100.00
WCE Board	562.50	0.00	100.00
T. Hanks Ministry Fund	1,898.25	0.00	100.00
HAM Ext. Area Allotment	19,500.00	10,800.00	-80.56
So American Subsidy	736.04	0.00	100.00
Other - WCE Expenses	112,753.51	95,924.00	-17.54
aids Program	62,557.43	62,248.00	-0.50
aids Program - DPOC	500.00	0.00	100.00
Samaritan College			
Payroll Expenses	92,033.36	83,600.00	-10.09
Samaritan College	128,210.82	130,700.00	1.90
EXCEL International	16,938.71	15,025.00	-12.74
Faith, Fellowship & Order	2,587.50	3,600.00	28.13
Commission on Laity	4,533.10	4,600.00	1.45
Clergy Cred & Concerns Comm	44,803.36	43,550.00	-2.88
Benevolence Fund	3,390.00	0.00	100.00
Development Office	0.00	1,500.00	100.00
Ecumenical Witness & Ministry	28,334.20	28,215.00	-0.42
People of Colors	15,457.81	20,700.00	25.32
Program & Budget Committee	3,045.52	2,500.00	-21.82
The Women's Secretariat	6,004.51	4,425.00	-35.70
Moderators Restricted Fund	9,431.50	0.00	100.00
General Conference	194,265.85	0.00	100.00
Debt Retirement	0.00	8,000.00	100.00

TOTAL OPERATING EXPENSES	\$1,603,337.18	\$1,312,149.00	-22.19
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TOTAL NET GAIN / LOSS	\$45,210.27	\$0.00	100.00
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Notes to 1993 Financial Report

- 1) All monies are reported in U.S. dollars.
- 2) The year end reports of the Board of Pensions and the districts outside the U.S. are presented separately.
- 3) The tithe income for 1993 was 2.82% higher than the budgeted amount. The 1993 tithes were 8.97% higher than the 1992 actual tithes.
- 4) We received \$192.00 in undesignated income. We received a bequest of \$13899.92 to be used at the Moderators discretion.
- 5) Tithes from outside the U.S. included \$24400.00 from 10% Fellowship account in the Eastern Canadian District, \$921.41 from the District of Australia, and \$1800.30 from the European District, \$54.81 from Western Canadian District.
- 6) Other income includes \$795.04 in interest, designated to administration \$22.72, tithes from others \$601.66.
- 7) Miscellaneous income included \$3217.50 from the General Conference travel pool handling fees, miscellaneous contributions \$385.00; gift of a computer for Rev. Perry \$1509.22; designated for Keeping in Touch \$25.00; Founders twenty-fifth anniversary gift \$8682.43.
- 8) Fellowship Sunday income was designated for translation and \$3801.14 was received.
- 9) We received \$10.00 for the Benevolence fund and \$3390.00 was distributed for funeral, medical and other expenses. \$9366.46 is still available in the Benevolence fund.
- 10) Administrative expenses were 3.38% below budget largely due to delaying the filling of staff position.
- 11) The Board of Elders/General Council expenses were 1.53% above the budget. The figures in the report include (a) The love offering for the Moderator that was collected at General Conference (\$8700.43); (b) The unbudgeted authorized expenses include the costs associated with the General Council consultants and transition team expenses (\$5217.46).
- 12) Church Services income was over by 26% and expenses by 98%. This is the first time expenses for the UFMCC's country store are reflected in this department. The higher expenses reflect the build up of inventory.
- 13) World Church Extension was \$60181.65 plus an allotment of \$42600.00 for a total of \$102781.65. This included \$9897.50 from the travel pool from General Conference. The expenses totalled \$141045.67. This resulted in the General Fund subsidizing WCE by \$36355.77. The following is a breakdown of expenses.

(a)	Exchange (to compensate for currency fluctuation)	3653.94
(b)	London Office Salary	28056.00
(c)	London Office Expenses	6034.00
(d)	Nigeria Subsidy	3600.00
(e)	Board of WCE	562.50
(f)	Allotment to Mexico and Central America	19500.00
(g)	Designated transfers and expenses	2813.28
	(Designated transfers include 135.81 for Mexico and Central America; 528.43 for Dominican Republic; 1413.00 for Nigeria, 736.04 for S. America)	
(h)	Field rep salary and program expenses	39390.91
(i)	Global Outreach Newsletter and other expenses	4564.14
(j)	WCE administrative expenses	4527.03
(k)	Miscellaneous (includes expenses for general conference)	28343.87
- 14) The following revisions were made to the 1993 budget:
 - CCCC income increased by \$8000.00
 - ETFSS expenses increased by \$5500.00
 - Administration expenses for translation increased by \$2500.00
- 15) As per policy the programs that overspent their allotment will have it deducted from the 1994 allotment. All fund raising income (after expenses) generated by programs is carried to 1994.
- 16) Samaritan College is current in paying back the Fellowship.
- 17) The Moderators restricted fund consists of donor contributions for use at the Moderators discretion within limits of the policies and purposes of UFMCC.
- 18) Accounts payable over 60 days at the end of 1992 were \$36024.41.

UNIVERSAL FELLOWSHIP OF METROPOLITAN COMMUNITY CHURCHES

*Balance Sheet-Summary
As Of December 31, 1994*

ASSETS

CURRENT ASSETS:

UFMCC - CASH

General	\$5,970.78	
Moderator's Restricted Fund	2,469.42	
Cash in Bank/Savings	(1,820.99)	
Savings: Sydney General Conference	6,000.00	
Cash in Bank Designated	3,607.05	
Cash in Bank/Certificate of Deposit	<u>1,635.51</u>	
TOTAL UFMCC CASH		\$17,861.77

UFMCC PROGRAMS - CASH ACCOUNTS

Commission on Laity	\$100.00	
COL Investments	2,534.68	
EXCEL International	<u>3,750.49</u>	
TOTAL UFMCC PROG. CASH ACCOUNTS		<u>6,385.17</u>

TOTAL CASH		\$24,246.94
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ACCOUNTS RECEIVABLE:

Church Services Accounts Receivable	\$5,771.13	
Employee Advances	1,850.33	
Intra-Accounts Receivable	42,000.00	
Intra-Company Receivables	1,372.62	
Ministry Support Receivables - WCE	14,092.54	
MSR - DPOC aids Ministry	2,297.06	
MSR - Benevolence	5,681.89	
MSR - Dept. of People of Color	(1,955.39)	
MSR - Fund for Overcoming Racism	3,590.72	
MSR - Military Ban Legal Fund	8,140.70	
MSR - Disaster Relief	133.00	
MSR - Translation Fund	8,196.97	
Fundraising Acc't Receivable - COL	3,985.77	
Fundraising Acc't Receivable - DPOC	1,740.71	
Fundraising Acc't Receivable - WPHR	2,040.08	
Fundraising Acc't Receivable - TWS	7.50	
Travel Pool - Atlanta General Conference	2,375.00	
South Central LA Riot Relief	<u>207.11</u>	
TOTAL RECEIVABLES		<u>101,527.74</u>

TOTAL CURRENT ASSETS		\$125,774.68
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OTHER ASSETS:

Church Services Inventory	\$32,186.21
Land/Building/Equipment	43,150.50
Less Accumulated Depreciation	(43,150.50)
Prepaid Rent	11,164.20
Prepaid Insurance	7,278.67
General Ledger - Suspense	<u>1,000.00</u>

TOTAL OTHER ASSETS51,629.08**TOTAL ASSETS**\$177,403.76**LIABILITIES AND FUND BALANCE****CURRENT LIABILITIES:**

Intra-Company Payables	\$52,955.26
Intra-Accounts Payable	\$42,000.00
Ministry Support Payable by CCCC	1,372.62
Royalties Payable	142.08
Unearned K.I.T. Advertising Income	82.10
Accounts Payable - Trade	<u>70,081.91</u>

TOTAL SHORT TERM PAYABLES\$166,633.97**OTHER CURRENT LIABILITIES:**

Accrued Vacation	<u>\$10,000.00</u>
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TOTAL OTHER CURRENT LIABILITIES10,000.00**TOTAL LIABILITIES**\$176,633.97**FUND BALANCES:**

Fund Balance/Unrestricted	<u>769.79</u>
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TOTAL FUND BALANCE/UNRESTRICTED769.79**TOTAL LIABILITIES / FUND BALANCE**\$177,403.76

REVENUE & EXPENSE STATEMENT
For the Period 01/01/94 Through 12/31/94

Account Description	Year-To-Date		
	Actual	Budget	%
UFMCC INCOME:			
Undesignated Income	\$124.62	\$10,000.00	-98.75
USA Tithes	1,075,775.68	1,026,150.00	4.84
Tithes from Outside USA	55,985.15	40,000.00	39.96
Miscellaneous Income	2,195.40	0.00	100.00
Leadership Conference	19,932.07	0.00	100.00
Revenue/Church Services	37,658.51	49,000.00	-23.15
World Church Extension			
General Income	31,049.49	52,000.00	-40.29
Designated Income	24,134.36	0.00	100.00
Translation Fund	4,711.34	0.00	100.00
March on Washington	200.00	0.00	100.00
Stonewall 25	8,669.81	0.00	100.00
Disaster Relief	133.00	0.00	100.00
Other Income	1,310.32	0.00	100.00
Moderator's Restricted Fund	5,500.00	0.00	100.00
General Conference	1,478.56	0.00	100.00
TOTAL INCOME:	\$1,268,858.31	\$1,177,150.00	7.79
INCOME UFMCC PROGRAMS:			
Rev/Samaritan	1,602.33	155,280.00	-98.97
Rev/EXCEL International	8,245.25	9,830.00	-16.12
Rev/CCCC	18,664.29	27,150.00	-31.25
Designated Inc/aids Program	1,599.17	4,500.00	-64.46
DPOC/aids Program	114.72	0.00	100.00
Designated Inc/DPOC	11,390.87	12,000.00	-5.08
Designated Inc/FFO	582.27	0.00	100.00
Designated Inc/COL	267.18	0.00	100.00
Designated Inc/Benevolence	108.81	0.00	100.00
Designated Inc/EWM	2,304.32	0.00	100.00
Designated Inc/FOR	739.00	0.00	100.00
Designated Inc/TWS	5.00	0.00	100.00
TOTAL UFMCC PROGRAM INCOME:	\$45,623.21	\$208,760.00	-78.15
TOTAL INCOME	\$1,314,481.52	\$1,385,910.00	-5.15

EXPENSES:

Administrative	\$397,153.38	\$385,350.00	-3.06
Accounting & Legal	21,941.18	12,600.00	-74.14
Leadership Conference	16,634.08	0.00	100.00
BOE/General Council	401,700.60	391,865.00	-2.51
Auth. Unbudgeted Transition Team	22,835.42	0.00	100.00
Judiciary	6,664.88	5,000.00	-33.30
Stonewall 25	20,910.82	0.00	100.00
Translation Fund	2,024.99	0.00	100.00
Military Ban Chaplain Defense Fund	2,500.00	0.00	100.00
March on Washington	13.45	0.00	100.00
Fund for Overcoming Racism	800.33	0.00	100.00
E.T.F.S.S.	5,161.56	15,000.00	65.59
Church Services Expenses	36,063.79	39,500.00	8.70
Office of Ministry Resources	8,330.49	9,000.00	7.44
World Church Extension			
Nigeria	5,082.18	4,800.00	-5.88
Mexico	23,189.50	18,600.00	-24.67
Dominican Republic	4,653.83	2,400.00	-93.91
Argentina	12,502.58	6,000.00	-108.38
Europe	0.00	1,200.00	100.00
The Philippines	11,224.17	2,400.00	-367.67
So Africa	6,433.88	0.00	100.00
New Zealand	305.45	0.00	100.00
World Church Builders	751.50	0.00	100.00
Other - WCE Expenses	41,784.50	63,400.00	34.09
aids Program	60,990.21	66,655.00	8.50
aids Program - DPOC	250.11	0.00	100.00
Samaritan College			
UFMCC Allotment	62,640.00	62,640.00	0.00
Samaritan College Exp.	62,079.96	155,280.00	60.02
EXCEL International			
UFMCC Allotment	9,309.96	9,310.00	0.00
Expenses	7,620.01	9,830.00	22.48
Faith, Fellowship & Order	1,595.59	3,600.00	55.68
Commission on Laity	5,058.98	5,492.00	7.88
Clergy Cred & Concerns Comm	41,491.91	48,605.00	14.63
Benevolence Fund	3,793.38	0.00	100.00
Ecumenical Witness & Ministries	30,910.67	27,775.00	-11.29
People of Colors	24,242.90	23,640.00	-2.55
Program & Budget Committee	5,221.05	3,500.00	-49.17
The Women's Secretariat	482.36	5,215.00	90.75
Anniversary Gift / Moderator	1,509.22	0.00	100.00
Moderator's Restricted Fund	1,610.50	0.00	100.00
General Conference	11,232.91	0.00	100.00
Debit Retirement	0.00	5,000.00	100.00
Miscellaneous	0.00	2,253.00	100.00

TOTAL OPERATING EXPENSES	\$1,378,702.28	\$1,385,910.00	0.52
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TOTAL NET GAIN / LOSS	(\$64,220.76)	\$0.00	100.00
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NOTES TO THE DECEMBER 31, 1994, FINANCIAL REPORT

1. All monies are reported in U.S. dollars.
2. Reports of the Board of Pensions, Samaritan, and districts outside the U.S. are presented separately.
3. The tithe income from U.S. churches for the entire year of 1994 was 4.84% above budget. 1994 tithes from U.S. churches for the year was 12.21% above tithes received during 1993.
4. We received \$99.62 in undesignated income.
5. Tithes from outside the U.S. included \$27,926.20 from the 10% Fellowship account in the Eastern Canadian District from 1993 income, and \$24,917.50 from 1994 income; \$607.25 from the Australian District; and \$1733.60 from the European District for 1993 and \$800.60 for 1994.
6. Other income includes \$222.86 interest income; \$30.00 scrap value of discarded word processors; \$367.80 designated to Administration; \$672.16 tithes from EXCEL; and \$17.50 Keeping in Touch subscriptions.
7. Miscellaneous Income includes \$223.00 for other contributions; \$62.50 designated for Keeping in Touch; and \$1934.90 from classified advertising carried in Keeping in Touch.
8. 1993 Fellowship Sunday income was designated for Translation. \$4711.34 was received for the Translation Fund during the year from Fellowship Sunday and other sources. 1994 Fellowship Sunday income was designated, after expenses to be divided equally between World Community Builders and general support of the World Church Extension program. \$2096.93 was received for Fellowship Sunday, and expenses exceeded this income. UFMCC sent a "good faith" contribution of \$600 to World Community Builders.
9. \$108.81 was received for the Benevolence Fund; \$3793.38 was disbursed for medical, housing and other expenses.
10. Administrative expenses were 3.06% above budget.
11. Board of Elders/General Council expenses were 2.51 percent above budget.
12. Church Services (now the Resource Center) income was 23.15% below budgeted income; and expenses were below budget by 8.70%.
13. World Church Extension income was 6.12% above budget; disbursements were 7.21% above budget. This resulted in the General Fund subsidizing the WCE allotment by \$3,205.96, after taking into account funds transferred from Miscellaneous WCE funds.
14. Only one adjustment has been made to the 1994 budget:

"Approving an authorized, unbudgeted expense for the Transition Team of \$7500.00 to include all expenses."

The total expenditures for the consulting process in 1994 were \$22,835.42. This included \$2313.00 for expenses incurred in 1993, payments to Interchange International, and the costs of lodging, airfare, etc., for meetings.
15. As per policy, all programs that overspent their 1993 allotment have their 1994 allotment reduced by the same amount. In 1994 this policy affected only the Department of People of Colors by a reduction of \$1065.18. From 1994 operations, DPOC overspent their budget by an additional \$1268.51 for a cumulative potential budget reduction carry forward of \$2,333.69, however, accumulated fundraising activity profit from the DPOC and WPHR covered the deficit and there is no loss carry forward to 1995. CCCC overspent their 1994 budget by \$1,372.62, carried forward into 1995. Other Programs remained within their budget, and at the end of the year left the following budgetary authority unspent:

The Women's Secretariat	\$4,737.64
ETFSS	\$9,838.74
aids Ministry	\$2,871.61
Commission on the Laity	\$633.02
Ecumenical Witness & Ministry	\$168.55
Faith, Fellowship and Order	\$2,586.68
16. The Fellowship offices handled Samaritan's bank accounts through January 1, 1994, when all records and responsibilities were transferred to Lewisville, TX. Expenditures

15. Continued:

shown in this report include the transfer of bank accounts from the Fellowship's records. Samaritan maintained its own complete financial records beginning January 1, 1994. The Fellowship paid Samaritan its full 1994 allotment; all other income and expenses shown for Samaritan on this report are included in full in Samaritan's separate report.

17. Accounts Payable over 60 days on December 31 totaled \$27,092.37.

18. All expenses exceeding income for the Stonewall 25 event, were paid by the Moderator's Fund. The General Fund did not expend any money for Stonewall.

19. We received \$6450.61 designated to defray expenses associated with bringing visitors from South Africa to the Leadership and DPOC Conferences. Expenses incurred totaled \$6433.88.

20. The Moderator's restricted fund consists of donor restricted contributions for use at the discretion of the Moderator within limits of the policies and purposes of the UFMCC.

21. During the year, \$7,222.44 was raised to support the development of indigenous leadership in the Philippines. Disbursements for the year totaled \$6399.19.

1997 Proposed Budget

At the March 1995 General Council meeting the following actions were taken by the General Council regarding the 1997 proposed budget:

- a) 1997 tithe income will be based on a 9% increase over the 1996 proposed tithe income.
- b) 5% of the total tithe income will be used for "pilot projects" (a new cost center) to strengthen districts and local churches.
- c) The proposal will reflect the changing needs of the denomination, include broader categories, incorporate the directions exemplified in the Board of Elders Report on Structures and Systems, and the CCCC proposal, and reflect the ministry direction delineated by the General Council that will strengthen districts and local churches.

The following 1997 budget proposal is formulated based on the above guidelines and the priorities established by the General Council. This will give the General Council a little more flexibility in managing the budget in response to the quickly changing environment.

1997 Proposed Budget

INCOME

1)	Tithe Income	1352952.00
2)	Other Income	<u>57000.00</u>

Total Income	1409952.00
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EXPENSES

3)	Administration	491000.00
4)	Board of Elders/General Council	500000.00
5)	Legal/Judiciary/Financial Development/Accounting	55000.00
6)	Resource Center/Resource Development	17000.00
7)	World Church Extension	39000.00
8)	Aids Ministry	62660.00
9)	Samaritan College	48500.00
10)	Clergy Credentials and Concerns	40000.00
11)	Other Programs	76525.00
12)	Miscellaneous	6619.00
13)	Pilot Projects	67648.00
14)	Australain General Conference	<u>6000.00</u>

Total Expenses	1409952.00
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- (1) 1997 Tithe income is based on 9% above the 1996 tithe income.
- (2) Other income is from tithes outside USA, undesignated income and miscellaneous income.
- (3) Administrative expenses are 7% above 1996 expenses. No increase in staff is budgeted.
- (4) Board of Elders/General Council expenses are 7% over the 1996 expenses.
- (5) Legal/Judiciary/Financial Development: The expenses for Financial Development are increased to support a comprehensive program.

- 6) Resource Center/Resource Development expenses are modestly increased.
- 7) World Church Extension expenses are reduced. Some World Church Extension expenses will be allocated through the "pilot projects".
- 8) Aids Ministry Expenses are the same as 1995 and 1996.
- 9) Samaritan College allotment is modestly reduced.
- 10) Clergy Credentials and Concerns allotment is increased to \$40000.00.
- 11) Other programs includes funding at 1996 levels for COL, Excel, EWM, TWS, FFO, Ministry of evangelism, DPOC.
- 12) Miscellaneous: This will be used to fund study projects such as program study, salary equity study, etc.
- 13) Pilot Projects: This is a new cost center designed to fund projects that will strengthen districts and local churches.
- 14) Money is budgeted for the first six months to support the costs of the General Conference in Australia.

To Order additional Reports :

___Financial Reports for Churches outside the U.S.

___Tithe Reports for years 1993 and 1994

___Details of the 1996-1997 Budget

Send Your Request to:

UFMCC, 5300 Santa Monica Blvd. Suite 304, Los Angeles, CA 90029

Attn: Elsa S. Martinez.

1994-1997 FINANCIAL STATEMENT/BUDGET SUMMARY

	1994 ACTUAL	1994 BUDGET	1995 BUDGET	1996 REQUESTED	1996 BUDGET	1997 BUDGET
UFMCC ADMINISTRATION:						
INCOME	1 135,391.17	1,076,150.00	1,158,250.00	1,285,117.00	1,298,875.00	
EXPENSES	397,153.38	385,350.00	424,900.00	463,900.00	459,050.00	
ALLOCATION	738,237.79	690,800.00	733,350.00	801,217.00	839,825.00	
ACCOUNTING AND LEGAL:						
INCOME	0.00	0.00	0.00	0.00	0.00	
EXPENSES	21,941.18	12,600.00	21,600.00	16,500.00	15,000.00	
ALLOCATION	(21,941.18)	(12,600.00)	(21,600.00)	(16,500.00)	(15,000.00)	
BOE/GENERAL COUNCIL:						
INCOME	0.00	0.00	0.00	0.00	0.00	
EXPENSES	401,700.60	391,865.00	414,050.00	475,050.00	467,500.00	
ALLOCATION	(401,700.60)	(391,865.00)	(414,050.00)	(475,050.00)	(467,500.00)	
FUND FOR OVERCOMING RACISM:						
INCOME	739.00					
EXPENSES	800.33					
ALLOCATION	(61.33)					
LEADERSHIP CONF.:						
INCOME	19,932.07					
EXPENSES	16,634.08					
ALLOCATION	3,297.99					
RESOURCE CENTER:						
INCOME	37,658.51	49,000.00	50,000.00	45,000.00	50,000.00	
EXPENSES	36,063.79	39,500.00	40,500.00	53,200.00	51,200.00	
ALLOCATION	1,594.72	9,500.00	9,500.00	(8,200.00)	(1,200.00)	
WORLD CHURCH EXTENSION:						
INCOME	55,183.85	52,000.00	56,000.00	56,000.00	58,000.00	
EXPENSES	105,927.59	98,800.00	104,200.00	110,650.00	110,650.00	
ALLOCATION	(50,743.74)	(48,600.00)	(48,200.00)	(54,650.00)	(52,650.00)	
aids PROGRAM:						
INCOME	1,599.17	4,500.00	6,000.00	3,500.00	3,500.00	
EXPENSES	60,990.21	66,655.00	68,660.00	66,160.00	66,160.00	
ALLOCATION	(59,391.04)	(62,155.00)	(62,660.00)	(62,660.00)	(62,660.00)	
SAMARITAN COLLEGE:						
INCOME	1,602.33	155,280.00	170,280.00	179,000.00	0.00	
EXPENSES	124,719.96	217,920.00	232,920.00	234,140.00	52,640.00	
ALLOCATION	(123,117.63)	(62,640.00)	(62,640.00)	(55,140.00)	(52,640.00)	
DEV OF MINISTRY RESOURCES:						
INCOME	0.00	0.00	0.00	0.00	0.00	
EXPENSES	8,330.49	9,000.00	11,000.00	14,000.00	12,500.00	
ALLOCATION	(8,330.49)	(9,000.00)	(11,000.00)	(14,000.00)	(12,500.00)	
EXCEL INTERNATIONAL:						
INCOME	8,245.25	9,830.00	11,000.00	0.00	0.00	
EXPENSES	16,929.97	19,140.00	20,700.00	12,000.00	9,700.00	
ALLOCATION	(8,684.72)	(9,310.00)	(9,700.00)	(12,000.00)	(9,700.00)	

1994-1997 FINANCIAL STATEMENT/BUDGET SUMMARY

	1994 ACTUAL	1994 BUDGET	1995 BUDGET	1996 REQUESTED	1996 BUDGET	1997 BUDGET
FAITH, F'WSHIP & ORDER:						
INCOME	582.27	0.00	0.00	3,000.00	0.00	
EXPENSES	1,595.59	3,600.00	4,750.00	8,550.00	4,750.00	
ALLOCATION	(1,013.32)	(3,600.00)	(4,750.00)	(5,550.00)	(4,750.00)	
COMMISSION ON LAITY:						
INCOME	267.18	0.00	0.00	0.00	0.00	
EXPENSES	5,058.98	5,492.00	6,050.00	6,200.00	6,050.00	
ALLOCATION	(4,791.80)	(5,492.00)	(6,050.00)	(6,200.00)	(6,050.00)	
CLERGY CRED. & CONCERNS COMMITTEE						
INCOME	18,664.29	27,150.00	26,450.00	17,000.00	26,450.00	
EXPENSES	41,491.91	48,605.00	51,750.00	59,300.00	51,750.00	
ALLOCATION	(22,827.62)	(21,455.00)	(25,300.00)	(42,300.00)	25,300.00	
ECUMENICAL WITNESS & MINISTRY						
INCOME	2,304.32	0.00	0.00	0.00	0.00	
EXPENSES	30,910.67	27,775.00	30,150.00	33,013.00	30,150.00	
ALLOCATION	(28,606.35)	(27,775.00)	(30,150.00)	(33,013.00)	(30,150.00)	
DEPT. OF PEOPLE OF COLORS						
INCOME	11,390.87	12,000.00	14,500.00	15,000.00	0.00	
EXPENSES	24,242.90	23,640.00	27,000.00	31,100.00	12,500.00	
ALLOCATION	(12,852.03)	(11,640.00)	(12,500.00)	(16,100.00)	(12,500.00)	
PROG AND BUDGET COMM:						
INCOME	0.00	0.00	0.00	0.00	0.00	
EXPENSES	5,221.05	3,500.00	3,500.00	3,500.00	3,500.00	
ALLOCATION	(5,221.05)	(3,500.00)	(3,500.00)	(3,500.00)	(3,500.00)	
DEVELOPMENT OFFICE:						
INCOME	0.00	0.00	0.00	0.00	0.00	
EXPENSES	0.00	0.00	0.00	20,000.00	19,000.00	
ALLOCATION	0.00	0.00	0.00	(20,000.00)	(19,000.00)	
BENEVOLENCE FUND:						
INCOME	108.81					
EXPENSES	3,793.38					
ALLOCATION	(3,684.57)					
DEBT RETIREMENT:						
INCOME	0.00	0.00	0.00			
EXPENSES	0.00	5,000.00	5,000.00			
ALLOCATION	0.00	(5,000.00)	(5,000.00)			
DPOC-aids:						
INCOME	114.72					
EXPENSES	250.11					
ALLOCATION	(135.39)					
ELDERS TASK FORCE FOR SYSTEMS & STRUCTURES:						
INCOME	0.00	0.00	0.00	0.00	0.00	
EXPENSES	5,161.56	15,000.00	15,000.00	10,000.00	10,000.00	
ALLOCATION	(5,161.56)	(15,000.00)	(15,000.00)	(10,000.00)	(10,000.00)	

1994-1997 FINANCIAL STATEMENT/BUDGET SUMMARY

	1994 ACTUAL	1994 BUDGET	1995 BUDGET	1996 REQUESTED	1996 BUDGET	1997 BUDGET
THE WOMEN'S SECRETARIAT:						
INCOME	5.00	0.00	0.00	0.00	0.00	
EXPENSES	482.36	5,215.00	5,750.00	5,750.00	5,750.00	
ALLOCATION	(477.36)	(5,215.00)	(5,750.00)	(5,750.00)	(5,750.00)	
MODERATOR'S RESTRICTED FUND:						
INCOME	5,500.00					
EXPENSES	1,610.50					
ALLOCATION	3,889.50					
GENERAL CONFERENCE:						
INCOME	1,478.56	0.00	0.00	0.00	0.00	
EXPENSES	11,232.91	0.00	0.00	12,000.00	12,000.00	
ALLOCATION	(9,754.35)	0.00	0.00	(12,000.00)	(12,000.00)	
MARCH ON WASHINGTON:						
INCOME	200.00	0.00				
EXPENSES	13.45	0.00				
ALLOCATION	186.55	0.00				
MISCELLANEOUS:						
INCOME	0.00	0.00	0.00	0.00	0.00	
EXPENSES	0.00	2,253.00	0.00	20,000.00	24,850.00	
ALLOCATION	0.00	(2,253.00)	0.00	(20,000.00)	(24,850.00)	
JUDICIARY:						
INCOME	0.00	0.00	0.00	0.00	0.00	
EXPENSES	6,664.88	5,000.00	5,000.00	10,000.00	8,000.00	
ALLOCATION	(6,664.88)	(5,000.00)	(5,000.00)	(10,000.00)	(8,000.00)	
MINISTRY OF EVANGELISM						
INCOME				0.00	0.00	
EXPENSES				4,125.00	4,125.00	
ALLOCATION				(4,125.00)	(4,125.00)	
TRANSITION TEAM						
INCOME	0.00					
EXPENSES	22,835.42					
ALLOCATION	(22,835.42)					
ANNIVERSARY GIFTS TO THE MODERATOR						
INCOME	0.00					
EXPENSES	1,509.22					
ALLOCATION	(1,509.22)					
TRANSLATION FUND						
INCOME	4,711.34					
EXPENSES	2,024.99					
ALLOCATION	2,686.35					
CHAPLAIN BAN LEGAL FUND						
INCOME	0.00					
EXPENSES	2,500.00					
ALLOCATION	(2,500.00)					

1994-1997 FINANCIAL STATEMENT/BUDGET SUMMARY

	1994 ACTUAL	1994 BUDGET	1995 BUDGET	1996 REQUESTED	1996 BUDGET	1997 BUDGET
DISASTER RELIEF FUND						
INCOME	133.00					
EXPENSES	0.00					
ALLOCATION	133.00					
STONEWALL 25						
INCOME	8,669.81					
EXPENSES	20,910.82					
ALLOCATION	(12,241.01)					
TOTAL INCOME:	1,314,481.52	1,385,910.00	1,492,480.00	1,583,617.00	1,436,825.00	
TOTAL EXPENSES:	1,378,702.28	1,385,910.00	1,492,480.00	1,669,138.00	1,436,825.00	
TOTAL ALLOTMENT/LOSS:	(64,220.76)	0.00	0.00	(85,521.00)	0.00	

BUDGET DETAIL: 1994-1997

	1994 ACTUAL	1994 BUDGET	1995 BUDGET	1996 REQ. BUDGET	1996 BUDGET	1997 BUDGET
ADMINISTRATIVE (000000)						
INCOME:						
TITHES (000000)	1,075,775.68	1,028,150.00	1,108,250.00	1,207,992.00	1,241,240.00	
UNDESIGNATED INCOME (000000)	752.92	10,000.00	10,000.00	10,000.00	10,000.00	
OTHER TITHES	58,657.31	40,000.00	40,000.00	44,000.00	44,000.00	
OTHER INCOME	2,205.26			3,125.00	3,635.00	
TOTAL INCOME:	\$1,135,391.17	\$1,078,150.00	\$1,158,250.00	\$1,265,117.00	\$1,298,875.00	\$0.00
EXPENSES:						
PENSION FUND	4,263.11	6,000.00	6,500.00	6,000.00	5,500.00	
ADVERTISING	40.00			5,000.00	5,000.00	
BANK CHARGES	2,807.64	1,700.00	1,700.00	2,500.00	2,500.00	
PUBLIC RELATIONS	943.81	800.00	800.00	1,000.00	1,000.00	
TRAVEL	442.00	1,800.00	1,800.00	1,800.00	1,800.00	
GROUND TRANSPORTATION	858.33	300.00	300.00	300.00	300.00	
LODGING	1,435.45	800.00	900.00	1,400.00	1,400.00	
RENT	37,294.18	35,500.00	37,500.00	39,000.00	38,000.00	
TELEPHONE	11,076.79	11,000.00	11,500.00	12,000.00	11,250.00	
HEALTH INSURANCE	18,829.38	22,000.00	24,500.00	19,500.00	19,500.00	
REPAIR/MAINTENANCE-EQUIP	3,045.12	3,500.00	3,500.00	3,500.00	3,500.00	
OFFICE SUPPLIES	15,459.23	13,000.00	13,500.00	17,000.00	17,000.00	
PRINTING	21,082.44	19,000.00	19,800.00	20,000.00	20,000.00	
POSTAGE	25,828.60	19,000.00	19,800.00	19,000.00	18,000.00	
DUES/ASSMTS/ROYALTIES	572.16	500.00	500.00	500.00	500.00	
PER DIEM	320.00	800.00	900.00	1,000.00	1,000.00	
SALARIES	215,303.52	220,950.00	250,500.00	274,000.00	273,000.00	
TAXES	18,661.99	16,900.00	19,200.00	24,000.00	23,600.00	
OFFICE INSURANCE/PROPERTY	2,053.49	2,100.00	2,200.00	2,000.00	2,000.00	
REGISTRATION FEES	1,654.80	800.00	900.00	1,000.00	800.00	
OUTSIDE SERVICES	724.52	1,000.00	1,000.00	2,500.00	2,500.00	
INTEREST		400.00	400.00	500.00	500.00	
WORKERS COMP.	3,560.29	3,100.00	3,200.00	3,900.00	3,900.00	
EQUIPMENT	7,268.27	4,000.00	3,500.00	6,000.00	6,000.00	
EQUIPMENT RENTAL	3,828.26	400.00	500.00	500.00	500.00	
TOTAL EXPENSES:	\$397,153.38	\$385,350.00	\$424,900.00	\$463,900.00	\$459,050.00	\$0.00
TOTAL NET INCOME (ADMIN.)	\$738,237.79	\$690,800.00	\$733,350.00	\$801,217.00	\$839,825.00	\$0.00
ACCOUNTING AND LEGAL (010)						
INCOME:	0.00	0.00	0.00	0.00	0.00	0.00
TOTAL INCOME:	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
EXPENSES:						
ACCOUNTING	1,707.72	3,000.00	3,000.00	5,500.00	4,500.00	
LEGAL	15,169.37	6,000.00	5,000.00	7,000.00	7,000.00	
AUDIT	0.00		10,000.00			
OUTSIDE SERVICES	5,064.09	3,600.00	3,600.00	4,000.00	3,500.00	
TOTAL EXPENSES:	\$21,941.18	\$12,600.00	\$21,600.00	\$16,500.00	\$15,000.00	\$0.00
TOTAL ALLOT REQ (ACCT & LEGAL)	(\$21,941.18)	(\$12,600.00)	(\$21,600.00)	(\$16,500.00)	(\$15,000.00)	\$0.00

BUDGET DETAIL: 1994-1997

	1994 ACTUAL	1994 BUDGET	1995 BUDGET	1996 REQ. BUDGET	1996 BUDGET	1997 BUDGET
BOE/GENERAL COUNCIL (020)						
INCOME:						
REVENUE (BOE)	0.00	0.00	0.00	0.00	0.00	0.00
TOTAL INCOME:	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
EXPENSES:						
ADVERTISING	1,600.00	1,800.00	2,100.00			
BANK CHARGES	2,305.48	1,200.00	2,100.00	2,500.00	2,500.00	
PUBLIC RELATIONS	10,168.94	6,000.00	6,200.00	7,500.00	6,500.00	
TRAVEL	31,094.21	29,000.00	30,000.00	33,000.00	33,000.00	
GROUND TRANSPORTATION	3,482.98	3,600.00	3,400.00	4,000.00	3,500.00	
LODGING/MEALS/COFFEE BRKS	22,094.16	18,470.00	19,300.00	21,500.00	21,500.00	
RENT	26,237.94	24,000.00	25,400.00	26,000.00	25,000.00	
TELEPHONE	12,816.31	12,500.00	12,500.00	13,500.00	12,750.00	
HEALTH INSURANCE	21,582.03	21,000.00	22,000.00	24,000.00	24,000.00	
KEY LIFE INSURANCE	2,940.00	3,500.00	3,800.00	3,100.00	3,100.00	
REPAIR/MAINTENANCE-EQUIP	1,836.48	1,400.00	1,500.00	1,500.00	1,500.00	
OFFICE SUPPLIES	6,790.15	6,000.00	6,200.00	7,000.00	6,450.00	
PRINTING	8,425.92	6,500.00	6,800.00	8,500.00	8,500.00	
POSTAGE	7,764.86	7,000.00	7,200.00	8,000.00	7,000.00	
DUES/ASSESSMNTS/ROYALTIES	1,211.15	1,200.00	1,200.00	1,200.00	1,200.00	
PER DIEM	10,913.37	12,575.00	13,100.00	13,150.00	12,400.00	
SALARIES	197,112.72	201,820.00	215,200.00	233,400.00	233,400.00	
TAXES	13,140.39	12,600.00	13,450.00	16,000.00	16,000.00	
OFFICE/PROPERTY INSURANCE	1,113.68	1,400.00	1,500.00	2,000.00	2,000.00	
DIRECTOR'S INSURANCE	3,279.15	3,900.00	3,900.00	3,500.00	3,500.00	
REGISTRATION FEES	733.00	800.00	800.00	800.00	800.00	
OUTSIDE SERVICES	1,132.50	1,500.00	1,500.00	4,500.00	4,500.00	
WORKERS COMPENSATION	3,560.30	3,100.00	3,100.00	3,900.00	3,900.00	
SECURITY	1,443.45	1,500.00	1,500.00	1,500.00	1,500.00	
TRANSLATION	0.00	1,000.00	2,000.00	2,000.00	2,000.00	
CONTINUED EDUCATION	434.53	1,000.00	1,000.00	1,000.00	1,000.00	
MEAL EVENTS	3,486.90	2,500.00	2,500.00	5,000.00	4,000.00	
STRATEGIC GROWTH INITIATIVE				10,000.00	10,000.00	
JUSTICE MINISTRY				12,000.00	11,000.00	
CHRISTIAN SOCIAL ACTION	5,000.00	5,000.00	5,000.00	5,000.00	5,000.00	
TOTAL EXPENSES:	\$401,700.60	\$391,865.00	\$414,050.00	\$475,050.00	\$467,500.00	\$0.00
TOTAL ALLOTMENT REQ (BOE)	(\$401,700.60)	(\$391,865.00)	(\$414,050.00)	(\$475,050.00)	(\$467,500.00)	\$0.00
FUND OVERCOMING RACISM (183)						
INCOME:						
DESIGNATED INCOME	739.00					
INTEREST						
TOTAL INCOME:	\$739.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
GENERAL EXPENSE:						
SCHOLARSHIP	0.33					
MEXICO ORIENTATION	800.00					
TOTAL EXPENSES:	\$800.33	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
TOTAL ALLOTMENT REQ (FOR)	(\$61.33)	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00

BUDGET DETAIL: 1994-1997

	1994 ACTUAL	1994 BUDGET	1995 BUDGET	1996 REQ. BUDGET	1996 BUDGET	1997 BUDGET
LEADERSHIP CONFERENCE (150)						
INCOME:						
OFFERINGS	1,064.37					
REGISTRATION	18,867.70					
TOTAL INCOME:	\$19,932.07	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
EXPENSES:						
BANQUET	2,980.00					
GROUND TRANSPORTATION	887.51					
TRAVEL	1,534.32					
TELEPHONE	1,115.74					
OFFICE SUPPLIES	179.94					
HONORARIA	3,100.00					
PRINTING	3,534.92					
PER DIEM	325.00					
LODGING	1,373.44					
POSTAGE-SHIPING	1,603.21					
TOTAL EXPENSES:	\$16,634.08	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
TOTAL ALLOTMENT REQ. (L. C.):	\$3,297.99	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
RESOURCE CENTER (030)						
INCOME:						
REVENUE	37,658.51	49,000.00	50,000.00	45,000.00	50,000.00	
TOTAL INCOME:	\$37,658.51	\$49,000.00	\$50,000.00	\$45,000.00	\$50,000.00	\$0.00
EXPENSES:						
ADVERTISING		100.00	100.00	1,000.00	1,000.00	
ROYALTIES	498.32					
BAD DEBTS	335.50					
BANK SERVICE CHARGES	409.32	2,200.00	2,200.00	2,200.00	2,200.00	
REPAIR/RENTAL/MAINT EQUIP.		500.00	500.00	1,000.00	1,000.00	
ARTICLES FOR RESALE	26,233.56	31,000.00	32,000.00	40,000.00	38,000.00	
OFFICE SUPPLIES	1,754.97	500.00	500.00	1,500.00	1,500.00	
PRINTING	3,496.18	2,000.00	2,000.00	3,500.00	3,500.00	
POSTAGE	2,705.91	1,800.00	1,800.00	2,000.00	2,000.00	
SALES TAX	461.00	600.00	600.00	1,000.00	1,000.00	
TELEPHONE	169.03	400.00	400.00	500.00	500.00	
OUTSIDE SERVICES		400.00	400.00	500.00	500.00	
TOTAL EXPENSES:	\$36,063.79	\$39,500.00	\$40,500.00	\$53,200.00	\$51,200.00	\$0.00
TOTAL NET INCOME (RESRC CTR):	\$1,594.72	\$9,500.00	\$9,500.00	(\$8,200.00)	(\$1,200.00)	\$0.00

BUDGET DETAIL: 1994-1997

	1994 ACTUAL	1994 BUDGET	1995 BUDGET	1996 REQ. BUDGET	1996 BUDGET	1997 BUDGET
WORLD CHURCH EXTENSION (040)						
INCOME:						
GENERAL	31,049.49	46,000.00	48,500.00	48,500.00	50,000.00	
DESIGNATED	24,134.36	6,000.00	7,500.00	7,500.00	8,000.00	
TOTAL INCOME:	\$55,183.85	\$52,000.00	\$56,000.00	\$56,000.00	\$58,000.00	\$0.00
EXPENSES:						
BANK SERVICE CHARGES	678.11	950.00	950.00	950.00	950.00	
PUBLIC RELATIONS	566.65	450.00	450.00	450.00	450.00	
TRAVEL	4,728.19	7,550.00	7,900.00	6,000.00	6,000.00	
GROUND TRANSPORTATION	42.23	1,600.00	1,600.00	1,000.00	1,000.00	
LODGING	2,375.97	3,950.00	4,200.00	2,500.00	2,500.00	
TELEPHONE	3,060.27	2,000.00	2,000.00	4,000.00	4,000.00	
OFFICE SUPPLIES	1,485.72	2,600.00	2,600.00	1,000.00	1,000.00	
PRINTING	6,880.29	5,200.00	5,400.00	1,500.00	1,500.00	
POSTAGE	4,298.93	4,500.00	4,500.00	1,500.00	1,500.00	
PER DIEM	1,227.50	2,600.00	2,600.00	2,500.00	2,500.00	
SALARIES	19,499.67	25,500.00	27,200.00	35,400.00	35,400.00	
NIGERIA SUBSIDY		100.00	100.00	100.00	100.00	
DUES/ASSESSMENTS/ROYALTIES	56.97	500.00	500.00	250.00	250.00	
REGISTRATION FEES	580.00	1,800.00	1,900.00	2,400.00	2,400.00	
TAXES	1,082.51	200.00	200.00	200.00	200.00	
CURRENCY EXCHANGE		2,300.00	2,700.00	2,700.00	2,700.00	
INSURANCE-HEALTH	1,381.87	1,600.00	1,800.00	2,600.00	2,600.00	
NIGERIA	5,082.18	4,800.00	4,800.00	4,800.00	4,800.00	
EUROPE		1,200.00	1,200.00	1,200.00	1,200.00	
PHILLIPINES	11,224.17	2,400.00	2,400.00	2,400.00	2,400.00	
DOMINICAN REPUBLIC	4,653.83	2,400.00	2,400.00	2,400.00	2,400.00	
ARGENTINA/SOUTH AMERICA	12,502.58	6,000.00	7,000.00	7,000.00	7,000.00	
MEXICO/CENTRAL AMERICA	23,189.50	18,600.00	20,000.00	20,000.00	20,000.00	
NEW ZEALAND	305.45			2,400.00	2,400.00	
MISCELLANEOUS	1,025.00			5,400.00	5,400.00	
TOTAL EXPENSES:	\$105,927.59	\$98,800.00	\$104,200.00	\$110,650.00	\$110,650.00	\$0.00
TOTAL NET ALLOT REQ (WCE):	(\$50,743.74)	(\$46,800.00)	(\$48,200.00)	(\$54,650.00)	(\$52,650.00)	\$0.00
aids PROGRAM (050)						
INCOME:						
UNDESIGNATED		2,500.00	2,500.00	2,500.00	2,500.00	
ALERT SUBSCRIPTIONS	55.00					
DESIGNATED INCOME	1,544.17	2,000.00	1,500.00	1,000.00	1,000.00	
REVENUE			2,000.00	0.00	0.00	
TOTAL INCOME:	\$1,599.17	\$4,500.00	\$6,000.00	\$3,500.00	\$3,500.00	\$0.00
EXPENSES:						
TRAVEL	1,289.95	4,300.00	4,300.00	4,565.00	4,565.00	
LODGING	1,399.60	2,500.00	2,500.00	2,000.00	2,000.00	
OFFICE SUPPLIES	473.88	1,200.00	1,200.00	1,000.00	1,000.00	
PRINTING	8,046.89	9,000.00	9,000.00	4,500.00	4,500.00	
POSTAGE/SHIPPING	6,883.72	8,000.00	8,000.00	3,550.00	3,550.00	
TAXES	1,952.96	1,500.00	1,600.00	1,600.00	1,600.00	
HEALTH INSURANCE	2,500.00	2,600.00	2,600.00	2,800.00	2,800.00	
TELEPHONE	1,035.82	1,200.00	1,200.00	1,500.00	1,500.00	

BUDGET DETAIL: 1994-1997

	1994 ACTUAL	1994 BUDGET	1995 BUDGET	1996 REQ. BUDGET	1996 BUDGET	1997 BUDGET
PER DIEM	1,070.15	500.00	500.00	750.00	750.00	
EQUIPMENT	1,690.11	1,500.00	1,500.00	1,500.00	1,500.00	
SALARIES	31,458.00	31,455.00	33,380.00	35,695.00	35,695.00	
DUES/ASSESSMENTS/ROYALTIES	1,045.00	1,500.00	1,500.00	1,500.00	1,500.00	
ENTERTAINMENT/PUBLIC REL	407.33	300.00	300.00	300.00	300.00	
REGISTRATION FEES	530.00	500.00	500.00	500.00	500.00	
OUTSIDE SERVICES				2,800.00	2,800.00	
TRANSLATION	350.00					
RENT	400.00			1,200.00	1,200.00	
MEETING SPACE RENTAL	243.30	200.00	200.00	200.00	200.00	
GROUND TRANSPORTATION	213.50	400.00	400.00	200.00	200.00	
TOTAL EXPENSES:	\$60,990.21	\$66,655.00	\$68,660.00	\$66,160.00	\$66,160.00	\$0.00
TOTAL ALLOT REQ (aids PROG.):	(\$59,391.04)	(\$62,155.00)	(\$62,660.00)	(\$62,660.00)	(\$62,660.00)	\$0.00
SAMARITAN COLLEGE (700)						
INCOME:						
SAMARITAN SUNDAY	193.33	8,000.00	10,000.00			
ORIENTATION		20,400.00				
ORIENTATION ROOM		24,000.00	24,000.00			
TUITION	1,409.00	44,880.00	71,280.00	131,000.00		
TRUSTEES MEETINGS		6,000.00	6,000.00			
DONATION		2,000.00	4,000.00			
25TH ANNIVERSARY CONF			5,000.00			
FUNDRAISING		50,000.00	50,000.00	48,000.00		
TOTAL INCOME:	\$1,602.33	\$155,280.00	\$170,280.00	\$179,000.00	\$0.00	\$0.00
EXPENSES:						
BANK CHARGES		150.00	200.00			
ALLOTMENT	62,640.00					
TRAVEL		3,500.00	5,000.00			
LODGING		1,000.00	2,000.00			
RENT		12,000.00	10,000.00			
TELEPHONE		6,000.00	6,000.00			
HEALTH INSURANCE		8,342.00	7,304.00			
OFFICE SUPPLIES		7,000.00	7,000.00			
PRINTING		4,000.00	6,000.00			
POSTAGE		4,000.00	4,000.00			
PER DIEM		500.00	1,000.00			
SALARIES		121,286.00	127,112.00			
PAYROLL TAXES		8,342.00	7,304.00			
HUMAN RESOURCES	612.00			125,000.00		
OFFICE ADMINISTRATION	3,055.11			44,000.00		
PROGRAM				55,140.00		
TRUST REPAY				10,000.00		
ORIENTATION/FOOD & LODGING		20,000.00	20,000.00			
DEBT RETIRE		14,800.00	20,000.00			
BOARD OF TRUSTEES		6,000.00	6,000.00			
ASSET TRANSFER TO TEXAS	58,412.85					
ALLOTMENT						
CEREMONIES		1,000.00	4,000.00		52,640.00	
TOTAL EXPENSES:	\$124,719.96	\$217,920.00	\$232,920.00	\$234,140.00	\$52,640.00	\$0.00
TOTAL NET ALLOT REQ (SC):	(\$123,117.63)	(\$62,640.00)	(\$62,640.00)	(\$55,140.00)	(\$52,640.00)	\$0.00

BUDGET DETAIL: 1994-1997

	1994 ACTUAL	1994 BUDGET	1995 BUDGET	1996 REQ. BUDGET	1996 BUDGET	1997 BUDGET
DEV OF MINISTRY RESOURCES (031)						
INCOME:	0.00	0.00	0.00	0.00	0.00	0.00
TOTAL INCOME:	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
EXPENSES:						
GRAPHICS	4,230.62	2,000.00	2,800.00	4,000.00	4,000.00	
AIR TRAVEL		500.00	700.00	2,000.00	2,000.00	
OUTSIDE SERVICES	500.00	6,000.00	7,000.00	8,000.00	6,500.00	
MISCELLANEOUS	3,599.87	500.00	500.00			
TOTAL EXPENSES:	\$8,330.49	\$9,000.00	\$11,000.00	\$14,000.00	\$12,500.00	\$0.00
TOTAL ALLOT REQ. (OFC MIN RES):	(\$8,330.49)	(\$9,000.00)	(\$11,000.00)	(\$14,000.00)	(\$12,500.00)	\$0.00
EXCEL INTERNATIONAL (080)						
INCOME:						
REVENUE	8,245.25	9,830.00	11,000.00			
TOTAL INCOME:	\$8,245.25	\$9,830.00	\$11,000.00	\$0.00	\$0.00	\$0.00
EXPENSES:						
TRAVEL	995.38	3,000.00	3,400.00			
TELEPHONE	528.55	800.00	800.00			
OFFICE SUPPLIES	2,192.14	300.00	400.00			
PRINTING	907.19	250.00	350.00			
POSTAGE	648.66	340.00	360.00			
SALARY - EXEC. DIRECTOR (HALF	9,387.49	12,000.00	12,600.00			
GENERAL CONFERENCE	200.00	1,200.00				
INSURANCE			1,390.00			
PER DIEM	819.67	400.00	500.00			
FUNDRAISING	478.73		900.00			
TITHE	772.16	850.00				
ALLOT RECEIVED/REPORTED				12,000.00	9,700.00	
TOTAL EXPENSES:	\$16,929.97	\$19,140.00	\$20,700.00	\$12,000.00	\$9,700.00	\$0.00
TOTAL ALLOT REQ (EXCEL):	(\$8,684.72)	(\$9,310.00)	(\$9,700.00)	(\$12,000.00)	(\$9,700.00)	\$0.00
FAITH, F'WSHIP, & ORDER (100)						
INCOME:	582.27	0.00	0.00	3,000.00	0.00	0.00
TOTAL INCOME:	\$582.27	\$0.00	\$0.00	\$3,000.00	\$0.00	\$0.00
EXPENSES:						
TRAVEL	455.45	1,100.00	1,200.00	5,100.00		
GROUND TRANSPORTATION						
LODGING	587.44	700.00	750.00	850.00		
TELEPHONE	59.56	350.00	500.00	500.00		
OFFICE SUPPLIES	41.18	200.00	300.00	300.00		
PRINTING	59.56	300.00	500.00	500.00		

BUDGET DETAIL: 1994-1997

	1994 ACTUAL	1994 BUDGET	1995 BUDGET	1996 REQ. BUDGET	1996 BUDGET	1997 BUDGET
POSTAGE	62.40	350.00	400.00	450.00		
MISCELLANEOUS		600.00	600.00	600.00		
REGISTRATION FEES	130.00		100.00	150.00		
PER DIEM	200.00		100.00	100.00		
DUES & SUBSCRIPTIONS			300.00		4,750.00	
TOTAL EXPENSES:	\$1,595.59	\$3,600.00	\$4,750.00	\$8,550.00	\$4,750.00	\$0.00
TOTAL ALLOTMENT REQ.(FFO):	(\$1,013.32)	(\$3,600.00)	(\$4,750.00)	(\$5,550.00)	(\$4,750.00)	\$0.00

COMMISSION ON LAITY (110)

INCOME:	267.18	0.00	0.00	0.00	0.00	0.00
TOTAL INCOME:	\$267.18	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
EXPENSES:						
TRAVEL	2,371.91	2,500.00	2,550.00	2,600.00	2,550.00	
LODGING		1,000.00	1,000.00	1,000.00	1,000.00	
TELEPHONE	174.91	200.00	240.00	240.00	240.00	
PRINTING	60.97	600.00	640.00	640.00	640.00	
POSTAGE	243.69	150.00	160.00	250.00	160.00	
PER DIEM	1,007.50	500.00	500.00	500.00	500.00	
REGISTRATIONS/CONFERENCE	1,200.00		360.00	360.00	360.00	
LAITY SHARING NEWSLETTER		542.00	600.00	610.00	600.00	
TOTAL EXPENSES:	\$5,058.98	\$5,492.00	\$6,050.00	\$6,200.00	\$6,050.00	\$0.00
TOTAL ALLOT REQ (COL):	(\$4,791.80)	(\$5,492.00)	(\$6,050.00)	(\$6,200.00)	(\$6,050.00)	\$0.00

**CLERGY CRED. & CONCERNS
COMMITTEE (120)**

INCOME:						
CERTIFICATION	6,282.40	8,000.00	8,000.00			
CCCC APPLICATIONS	5,021.13	2,750.00	4,750.00	15,000.00	8,750.00	
CLERGY MANUAL	1,802.40	5,000.00	1,500.00	2,000.00	2,000.00	
OTHER	5,558.36	11,400.00	12,200.00		15,700.00	
TOTAL INCOME:	\$18,664.29	\$27,150.00	\$26,450.00	\$17,000.00	\$26,450.00	\$0.00
EXPENSES:						
TRAVEL	2,806.83	3,000.00	3,000.00		3,000.00	
LODGING	1,642.72	2,000.00	6,900.00	0.00	6,900.00	
RENT	3,500.04	3,500.00	3,500.00		3,500.00	
TELEPHONE	300.29	1,000.00	1,000.00	2,500.00	1,000.00	
OFFICE EQUIPMENT/REPAIR		200.00	200.00		200.00	
OFFICE SUPPLIES	1,583.25	1,100.00	1,100.00	2,400.00	1,100.00	
PRINTING	437.28	5,150.00	1,150.00	2,000.00	1,150.00	
POSTAGE	2,746.14	2,300.00	2,400.00	1,600.00	2,400.00	
PER DIEM	1,065.00	1,400.00	4,100.00	0.00	4,100.00	
SALARY	23,000.16	23,000.00	24,000.00	43,000.00	24,000.00	
INSURANCE,HEALTH	999.96	1,000.00	1,000.00	2,400.00	1,000.00	
PAYROLL TAXES	1,661.09	1,650.00	1,700.00	2,400.00	1,700.00	
SUPPLIES				1,500.00		
TRANSLATION		400.00	400.00		400.00	

BUDGET DETAIL: 1994-1997

	1994 ACTUAL	1994 BUDGET	1995 BUDGET	1996 REQ. BUDGET	1996 BUDGET	1997 BUDGET
MISC ITEMS-DEBT RETIREMENT		1,605.00		1,500.00		
INSURANCE,OFFICE LIABILITY	102.48					
OUTSIDE SERVICES	1,079.26					
EQUIPMENT	787.41	1,300.00	1,300.00	0.00	1,300.00	
TOTAL EXPENSES:	\$41,491.91	\$48,605.00	\$51,750.00	\$59,300.00	\$51,750.00	\$0.00
TOTAL ALLTMNT REQ (CCCC):	(\$22,827.62)	(\$21,455.00)	(\$25,300.00)	(\$42,300.00)	(\$25,300.00)	\$0.00
ECUMENICAL WITNESS						
MINISTRY (170)						
INCOME:						
REVENUE	2,304.32	0.00	0.00	0.00	0.00	0.00
TOTAL INCOME:	\$2,304.32	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
EXPENSES:						
PUBLIC RELATIONS	1,584.01	455.00	500.00	500.00		
TRAVEL	2,141.63	3,100.00	3,600.00	3,850.00		
GROUND TRANSPORTATION	471.36	300.00	400.00	350.00		
OUTSIDE SERVICES	290.51	0.00				
LODGING	3,725.98	3,100.00	3,240.00	2,940.00		
TELEPHONE	850.73	550.00	600.00	800.00		
OFFICE SUPPLIES	1,284.20	300.00	335.00	1,000.00		
PRINTING	978.16	220.00	250.00	800.00		
POSTAGE	992.24	500.00	550.00	700.00		
PER DIEM	1,175.50	1,300.00	1,300.00	1,050.00		
SALARY	15,660.00	15,660.00	16,900.00	18,083.00		
TAXES	540.00	540.00	600.00			
DUES/SUB.	124.85	300.00	325.00	300.00		
CONT. EDUCATION	100.00			240.00		
REGISTRATION	491.50	700.00	750.00	600.00		
ALLOC TO NATL ECU OFFCRS/LIA	100.00	750.00	800.00	600.00		
RENT	400.00			1,200.00	30,150.00	
TOTAL EXPENSES:	\$30,910.67	\$27,775.00	\$30,150.00	\$33,013.00	\$30,150.00	\$0.00
TOTAL ALLOT REQ (EW):	(\$28,606.35)	(\$27,775.00)	(\$30,150.00)	(\$33,013.00)	(\$30,150.00)	\$0.00
DEPT. OF PEOPLE OF						
COLORS (180)						
INCOME:						
CONFERENCE	9,614.96					
DESIGNATED INCOME	645.91	1,000.00	1,500.00	1,500.00		
GRANTS		5,000.00	5,500.00	6,000.00		
FUNDRAISING	1,130.00	6,000.00	7,500.00	7,500.00		
TOTAL INCOME:	\$11,390.87	\$12,000.00	\$14,500.00	\$15,000.00	\$0.00	\$0.00
EXPENSES:						
TRAVEL	3,894.20	4,000.00	4,400.00	5,000.00		
TELEPHONE	286.32	1,150.00	1,150.00	1,400.00		
OFFICE SUPPLIES	341.65	900.00	1,000.00	1,000.00		

BUDGET DETAIL: 1994-1997

	1994 ACTUAL	1994 BUDGET	1995 BUDGET	1996 REQ. BUDGET	1996 BUDGET	1997 BUDGET
PRINTING		1,200.00	1,300.00	1,500.00		
POSTAGE	63.01	950.00	1,025.00	1,200.00		
STIPEND (DIRECTOR)	3,600.00	3,600.00	4,800.00	4,800.00		
DPOC CONFERENCE/PROGRAMS	10,323.59	1,500.00	1,525.00	1,750.00		
MISCELLANEOUS	1,000.00	500.00	950.00			
MEETING SPACE	61.82	600.00	650.00	800.00		
PER DIEM	822.50	750.00	800.00	1,200.00		
HONORARIA		500.00	550.00	700.00		
DIVISION OF TRAINING		1,500.00	1,600.00	5,000.00		
DIVISION OF AIDS MINISTRIES		1,500.00	1,600.00	2,000.00		
DIVISION OF EDUCATION		1,500.00	1,600.00	0.00		
DIVISION OF EVANGELISM		1,500.00	1,600.00	1,000.00		
WPHR	930.31	1,500.00	1,600.00	2,000.00		
LODGING	1,649.00	490.00	850.00	750.00		
FUNDRAISING	1,070.50					
REGISTRATION	200.00			1,000.00	12,500.00	
TOTAL EXPENSES:	\$24,242.90	\$23,640.00	\$27,000.00	\$31,100.00	\$12,500.00	\$0.00
TOTAL ALLOT REQ (DPOC):	(\$12,852.03)	(\$11,640.00)	(\$12,500.00)	(\$16,100.00)	(\$12,500.00)	\$0.00
PROGRAM AND BUDGET COMMITTEE (190)						
INCOME:	0.00	0.00	0.00	0.00	0.00	0.00
TOTAL INCOME:	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
EXPENSES:						
TRAVEL	3,015.23	1,600.00	1,600.00	1,600.00	1,600.00	
LODGING	1,327.75	1,000.00	1,000.00	1,000.00	1,000.00	
OFFICE SUPPLIES	0.43	100.00	100.00	100.00	100.00	
PRINTING		200.00	200.00	200.00	200.00	
POSTAGE	154.22	50.00	50.00	50.00	50.00	
TELEPHONE		150.00	150.00	150.00	150.00	
PER DIEM	723.42	400.00	400.00	400.00	400.00	
TOTAL EXPENSES (FC/PB):	\$5,221.05	\$3,500.00	\$3,500.00	\$3,500.00	\$3,500.00	\$0.00
TOTL ALLTMNT REQ. (FC/PB):	(\$5,221.05)	(\$3,500.00)	(\$3,500.00)	(\$3,500.00)	(\$3,500.00)	\$0.00
DEVELOPMENT OFFICE (140)						
INCOME:	0.00	0.00	0.00	0.00	0.00	0.00
TOTAL INCOME:	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
EXPENSES:	0.00	0.00	0.00	20,000.00	19,000.00	
TOTAL EXPENSES:	\$0.00	\$0.00	\$0.00	\$20,000.00	\$19,000.00	\$0.00
TOTAL ALLOT REQ (DEV. OFC):	\$0.00	\$0.00	\$0.00	(\$20,000.00)	(\$19,000.00)	\$0.00

BUDGET DETAIL: 1994-1997

	1994 ACTUAL	1994 BUDGET	1995 BUDGET	1996 REQ. BUDGET	1996 BUDGET	1997 BUDGET
BENEVOLENCE FUND (130)						
INCOME:	108.81	0.00	0.00	0.00	0.00	0.00
TOTAL INCOME:	\$108.81	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
EXPENSES:						
FUNERAL EXPENSES	150.00					
MEDICAL EXPENSES	300.00					
HOUSING EXPENSES	2,000.00					
GRANTS TO INDIVIDUALS	800.00					
TRAVEL/LODGING	542.58					
POSTAGE-SHIPING	0.80					
TOTAL EXPENSES:	\$3,793.38	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
TOTAL ALLOT REQ (BENEV. FUND)	(\$3,684.57)	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
DEBT RETIREMENT (000)						
INCOME:	0.00	0.00	0.00	0.00	0.00	0.00
TOTAL INCOME:	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
EXPENSES:	0.00	5,000.00	5,000.00			
TOTAL EXPENSES:	\$0.00	\$5,000.00	\$5,000.00	\$0.00	\$0.00	\$0.00
TOTAL ALLOT REQ (DEBTS RET):	\$0.00	(\$5,000.00)	(\$5,000.00)	\$0.00	\$0.00	\$0.00
DPOC-aids (051)						
INCOME:						
DESIGNATED INCOME	114.72	0.00	0.00	0.00	0.00	0.00
TOTAL INCOME:	\$114.72	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
EXPENSES:						
MISCELLANEOUS	0.11					
FUNERAL EXPENSES	250.00					
TOTAL EXPENSES:	\$250.11	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
TOTAL ALLOT REQ (POC-aids):	(\$135.39)	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
ELDERS TASK FORCE FOR SYSTEMS & STRUCTURES (180)						
INCOME:	0.00	0.00	0.00	0.00	0.00	0.00
TOTAL INCOME:	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00

BUDGET DETAIL: 1994-1997

	1994 ACTUAL	1994 BUDGET	1995 BUDGET	1996 REQ. BUDGET	1996 BUDGET	1997 BUDGET
EXPENSES:						
LODGING		4,000.00	4,000.00	2,200.00	2,200.00	
PER DIEM	2,100.00	2,100.00	2,100.00	1,000.00	1,000.00	
GROUND TRANSPORTATION	493.01	400.00	400.00	400.00	400.00	
TRAVEL	2,159.36	6,200.00	6,200.00	4,000.00	4,000.00	
PRINTING		500.00	500.00	500.00	500.00	
POSTAGE	108.80	400.00	400.00	500.00	500.00	
TELEPHONE	192.40	500.00	500.00	500.00	500.00	
SUPPLIES	107.99	500.00	500.00	500.00	500.00	
MEETING SPACE RENTAL		400.00	400.00	400.00	400.00	
TOTAL EXPENSES:	\$5,161.56	\$15,000.00	\$15,000.00	\$10,000.00	\$10,000.00	\$0.00
TOTAL ALLOTMENT REQ. (ETFSS):	(\$5,161.56)	(\$15,000.00)	(\$15,000.00)	(\$10,000.00)	(\$10,000.00)	\$0.00

THE WOMEN'S
SECRETARIAT (195)

INCOME:	5.00	0.00	0.00	0.00	0.00	0.00
TOTAL INCOME:	\$5.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
EXPENSES:						
TRAVEL		1,600.00	1,800.00	1,800.00	1,800.00	
LODGING	(147.32)	550.00	600.00	600.00	600.00	
PER DIEM	80.00	400.00	400.00	400.00	400.00	
POSTAGE	9.48	200.00	300.00	300.00	300.00	
PRINTING	0.78	365.00	250.00	250.00	250.00	
SUPPLIES	539.42	200.00	200.00	200.00	200.00	
TELEPHONE		1,900.00	2,200.00	2,200.00	2,200.00	
TOTAL EXPENSES:	\$482.36	\$5,215.00	\$5,750.00	\$5,750.00	\$5,750.00	\$0.00
TTL ALLOT REQ (WOMEN'S SEC):	(\$477.36)	(\$5,215.00)	(\$5,750.00)	(\$5,750.00)	(\$5,750.00)	\$0.00

MODERATORS RESTRICTED FUND
(221)

INCOME:						
DESIGNATED INCOME	5,500.00	0.00	0.00	0.00	0.00	0.00
TOTAL INCOME:	\$5,500.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
EXPENSES:						
ENTERTAINMENT/PUBLIC REL	175.46					
ADVERTISING	340.00					
LODGING	795.04					
L. A. PRISON PROJECT	300.00					
TOTAL EXPENSES:	\$1,610.50	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
TOTAL ALLOT REQ (MOD FUND):	\$3,889.50	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00

BUDGET DETAIL: 1994-1997

	1994 ACTUAL	1994 BUDGET	1995 BUDGET	1996 REQ. BUDGET	1996 BUDGET	1997 BUDGET
GENERAL CONFERENCE (400)						
INCOME:						
REGISTRATIONS	1,478.56	0.00	0.00	0.00	0.00	0.00
TOTAL INCOME:	\$1,478.56	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
EXPENSES:						
PUBLIC RELATIONS	399.44					
TRAVEL	3,345.43					
OFFICE SUPPLIES	195.08					
PRINTING	1,302.09					
PER DIEM	1,125.00					
LODGING	736.00					
TELEPHONE	50.08					
COPYRIGHT LICENSE	300.00					
SYDNEY DEPOSIT	2,297.10					
POSTAGE-SHIPING	1,482.69			12,000.00	12,000.00	
TOTAL EXPENSES:	\$11,232.91	\$0.00	\$0.00	\$12,000.00	\$12,000.00	\$0.00
TOTAL ALLOT REQ (GEN. CONF.):	(\$9,754.35)	\$0.00	\$0.00	(\$12,000.00)	(\$12,000.00)	\$0.00
MARCH ON WASHINGTON (290)						
INCOME:	200.00					
TOTAL INCOME:	\$200.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
EXPENSES:	13.45					
TOTAL EXPENSES:	\$13.45	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
TOTAL ALLOT REQ (M.O.W.)	\$186.55	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
MISCELLANEOUS						
INCOME:	0.00	0.00	0.00	0.00	0.00	0.00
TOTAL INCOME:	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
EXPENSES:	0.00	2,253.00	0.00	20,000.00	24,850.00	0.00
TOTAL EXPENSES:	\$0.00	\$2,253.00	\$0.00	\$20,000.00	\$24,850.00	\$0.00
TOTAL ALLOTMENT REQ. (MISC):	\$0.00	(\$2,253.00)	\$0.00	(\$20,000.00)	(\$24,850.00)	\$0.00

BUDGET DETAIL: 1994-1997

	1994 ACTUAL	1994 BUDGET	1995 BUDGET	1996 REQ. BUDGET	1996 BUDGET	1997 BUDGET
JUDICIARY (080)						
INCOME:	0.00	0.00	0.00	0.00	0.00	0.00
TOTAL INCOME:	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
EXPENSES:						
LEGAL	48.75	5,000.00	5,000.00	10,000.00	8,000.00	
TRAVEL	3,326.50					
GROUND TRAVEL	56.00					
LODGING	2,526.94					
MTG SPACE RENTAL	150.00					
TELEPHONE	31.68					
OFFICE SUPPLIES	74.30					
PRINTING	29.23					
PER DIEM	75.00					
POSTAGE	346.48					
TOTAL EXPENSES:	\$6,664.88	\$5,000.00	\$5,000.00	\$10,000.00	\$8,000.00	\$0.00
TOTAL ALLOT REQ (JUDICIARY):	(\$6,664.88)	(\$5,000.00)	(\$5,000.00)	(\$10,000.00)	(\$8,000.00)	\$0.00

MINISTRY OF EVANGELISM						
INCOME:	0.00					
TOTAL INCOME:	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
EXPENSES:						
TELEPHONE				300.00	300.00	
TRAVEL				2,000.00	2,000.00	
LODGING				500.00	500.00	
PER DIEM				250.00	250.00	
OFFICE SUPPLIES				325.00	325.00	
POSTAGE				350.00	350.00	
PRINTING				400.00	400.00	
TOTAL EXPENSES:	\$0.00	\$0.00	\$0.00	\$4,125.00	\$4,125.00	\$0.00
TOTAL ALLOTMENT REQ (M.O.E.)	\$0.00	\$0.00	\$0.00	(\$4,125.00)	(\$4,125.00)	\$0.00

TRANSITION TEAM (165)						
INCOME:	0.00					
TOTAL INCOME:	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
EXPENSES:						
PER DIEM	1,692.68					
TRAVEL	3,089.00					
GROUND TRANSPORTATION	454.00					
LODGING/MEALS	3,431.22					
OUTSIDE CONSULTANTS	13,975.00					
MEETING SPACE RENTAL	158.25					

BUDGET DETAIL: 1994-1997

	1994 ACTUAL	1994 BUDGET	1995 BUDGET	1996 REQ. BUDGET	1996 BUDGET	1997 BUDGET
OFFICE SUPPLIES	53.53					
POSTAGE	1.74					
TOTAL EXPENSES:	\$22,835.42	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
TOTAL ALLOT REQ (TRANS. TEAM)	(\$22,835.42)	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00

**ANNIVERSARY GIFTS
TO THE MODERATOR**

INCOME:	0.00					
TOTAL INCOME:	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
EXPENSES:						
COMPUTER	1,509.22					
TOTAL EXPENSES:	\$1,509.22	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
TOTL ALLOT REQ. (GIFTS/MODER)	(\$1,509.22)	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00

TRANSLATION FUND (240)

INCOME:						
93 FELLOWSHIP SUNDAY	3,896.57					
DESIGNATED	814.77					
TOTAL INCOME:	\$4,711.34	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
EXPENSES:						
OUTSIDE SERVICES	1,025.00					
TRANSFER TO EUROPEAN DIST	999.99					
TOTAL EXPENSES:	\$2,024.99	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
TOTAL ALLOT REQ (TRANS. FUND)	\$2,686.35	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00

CHAPLAIN BAN LEGAL FUND (241)

INCOME:	0.00					
TOTAL INCOME:	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
EXPENSES:						
ADVERTISING	2,500.00					
TOTAL EXPENSES:	\$2,500.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
TOTL ALLOT REQ. (CHAPL BAN)	(\$2,500.00)	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00

BUDGET DETAIL: 1994-1997

	1994 ACTUAL	1994 BUDGET	1995 BUDGET	1996 REQ. BUDGET	1996 BUDGET	1997 BUDGET
DISASTER RELIEF FUND (242)						
INCOME:	133.00					
TOTAL INCOME:	\$133.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
EXPENSES:	0.00					
TOTAL EXPENSES:	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
TOTL ALLOT REQ (DISASTER REL)	\$133.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
STONEWALL 25 (271)						
INCOME:						
OFFERINGS	5,044.81					
DESIGNATED	3,625.00					
TOTAL INCOME:	\$8,669.81	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
EXPENSES:						
ADVERTISING	1,882.21					
PUBLIC REALTIONS	326.53					
TRAVEL	929.00					
GROUND TRANSPORTATION	802.35					
MEETING SPACE RENTAL	7,904.00					
LODGING	3,672.17					
SECURITY	606.00					
PRINTING	2,284.77					
PER DIEM	433.10					
OFFICE SUPPLIES	121.60					
POSTAGE	875.95					
MUSIC	375.00					
FLAGS & BANNERS	848.14					
REGISTRATION	50.00					
TOTAL EXPENSES:	\$20,910.82	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
TOTAL ALLOT REQ (STONEWALL)	(\$12,241.01)	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
TOTAL INCOME:	\$1,314,481.52	\$1,385,910.00	\$1,492,480.00	\$1,583,617.00	\$1,436,825.00	\$0.00
TOTAL EXPENSES:	\$1,378,702.28	\$1,385,910.00	\$1,492,480.00	\$1,669,138.00	\$1,436,825.00	\$0.00
TOTAL ALLOTMENT/LOSS:	(\$64,220.76)	\$0.00	\$0.00	(\$85,521.00)	\$0.00	\$0.00

**UFMCC AIDS MINISTRY
GENERAL CONFERENCE REPORT
ATLANTA, GEORGIA, USA
JULY, 1995**

INTRODUCTION

Paul Monette wrote, "Grief is a sword, or it is nothing." As Metropolitan Community Churches continue to suffer an inordinate number of losses to HIV/AIDS, we are learning to let our grief energize our programs and our activism. We are, of necessity, making our lives loving memorials to the people we have loved and lost. Metropolitan Community Churches around the world have responded to the pandemic with love, compassion, and service. Many MCC's provide badly needed social services for persons living with HIV/AIDS, and a number of community-based HIV/AIDS organizations were founded by a local MCC.

UFMCC AIDS Ministry was established by the Board of Elders in October, 1987. Since that time, UFMCC AIDS Ministry has worked to help local churches, with pamphlets to help persons live with HIV/AIDS, and program manuals to help local churches create support groups and caring ministries. We have kept UFMCC leadership informed of developments and issues in HIV/AIDS ministry. We also provide UFMCC leadership living with HIV/AIDS a regular pastoral presence, and we work with other organizations to advocate responsible, effective public policy on HIV/AIDS.

At the end of 1994, there was a major change in the leadership of UFMCC AIDS Ministry. In order to focus on strategic growth issues for the Fellowship, Rev. Elder Don Eastman's title has changed from Executive Director to Liaison Elder to UFMCC AIDS Ministry. Mr. Ravi Verma now serves as Supervisor to the Field Director of UFMCC AIDS Ministry. Rev. Jim Mitulski has been appointed to be Chair of the UFMCC AIDS Ministry Long-Range Planning Task Force.

TOP THREE GOALS AND HOW THEY WERE MET

GOAL 1. To provide pastoral care and counseling to UFMCC clergy, lay pastoral leaders and Fellowship personnel with HIV/AIDS.

This has been accomplished through providing a monthly pastoral care contact by telephone with all self-identified clergy, lay pastoral leaders and Fellowship personnel with HIV/AIDS; responding to their phone calls and letters; and providing a monthly update report to the Elders on the status of Fellowship personnel with HIV/AIDS to facilitate Elders' pastoral care contacts.

GOAL 2. To produce and distribute information and literature on HIV/AIDS including: a monthly newsletter, ALERT; pamphlets; worship resources; and a catalog of AIDS ministry resources.

ALERT has been published monthly since the last General Conference, with the exception of the November/December 1994 issue, which was combined due to budgetary concerns. In the last biennium, UFMCC AIDS Ministry has published a new pamphlet, "Choose Life," and a new manual, *Christian Caring*. The pamphlet, "AIDS: Is It God's Judgment" has been revised and republished. Liturgical resources and an advent small group study program were sent to each MCC for use on World AIDS Day, 1993. A catalog of AIDS ministry resources from the UFMCC Resource Center was published in 1994.

GOAL 3. To provide a full-time AIDS Ministry Field Director to develop HIV/AIDS ministry resources and who is available to visit Districts and local churches to encourage and facilitate HIV/AIDS ministry, and to work with other organizations to advocate responsible, effective public policy on HIV/AIDS, including treatment, prevention, research, education, health care accessibility and protection of civil rights.

*In the last two years, the Field Director has preached and done workshops at 30 local churches. During the same period, he has fulfilled 19 speaking engagements at schools, universities and conferences.

*The Field Director has developed a Peer Education Program for HIV prevention for local MCC's, in close cooperation with the highly successful HIV Peer Education Program for youths, which started in Los Angeles, and is now running in 8 other countries.

*On World AIDS Day 1993, Rev. Steve Pieters represented UFMCC at a prayer breakfast at the White House with President Bill Clinton and Vice-President Al Gore. President Clinton, in a speech on World AIDS Day, cited Rev. Pieters for his "faith and hope."

*On World AIDS Day 1994, Rev. Elder Troy Perry, Rev. Herbert Evans, Rev. Steve Taylor, and Rev. Steve Pieters represented UFMCC at an interfaith ceremony at the United Nations. A number of Heads of Communions joined Rev. Elder Perry in signing The Council Call to Commitment.

*UFMCC has been represented on the Board of Directors of the AIDS National Interfaith Network by Rev. Elder Don Eastman (ANIN's founding Chair), Rev. Steve Pieters, and Rev. Herbert Evans. These three

have also been participants in the U.S. Council of National Religious AIDS Networks.

*The UFMCC AIDS Ministry Long-Range Planning Task Force met twice, in January, 1994 and January, 1995, in Los Angeles.

HOW UFMCC AIDS MINISTRY HAS SERVED THE LOCAL CHURCH

UFMCC AIDS Ministry serves the local church through a) education and training, b) resource development, and c) support services. UFMCC AIDS Ministry provides education and training first through ALERT, a monthly newsletter, which helps to give persons in the local church access to a variety of information on HIV/AIDS issues. A new UFMCC AIDS Ministry offering, the Peer Education Program of MCC (PEP-MCC), teaches local church leadership the skills to recruit, train, and send out young gay men (ages 18-25) to educate other young gay men about HIV prevention. In resource development, two manuals, *Christian Caring* and *The Spiritual Strength for Survival Support Group Manual*, offer the local church ready-to-go programs for AIDS Ministry. Other resources developed for the local church include pamphlets such as "Choose Life," "HIV/AIDS: Is It God's Judgment?" and "Spiritual Strength for Survival." Thousands of these pamphlets have been handed out by local church leadership. In support of local churches' work, the Field Director has visited well over 150 MCCs in 8 countries since 1987, to facilitate and encourage AIDS ministry on the local level. The Field Director maintains contact with local churches where the pastor or other church leadership is living with, or has recently died due to AIDS. When requested, he provides support for the pastor as well as the Board of Directors and congregation in dealing with the challenges in this situation.

AN EVALUATION OF QUALITY/QUANTITY/FINANCIAL ISSUES

UFMCC AIDS Ministry succeeded in operating within the allotted budget of the last biennium.

During the past biennium, an average of 34 UFMCC leadership per month were served by the pastoral care goal of this program. ALERT is sent monthly to 292 churches, 312 clergy, 216 leadership, and 864 AIDS service providers, AIDS Interfaith Ministries, persons with HIV/AIDS, and general subscriptions, making a total current circulation of 1,684. The following figures come from the UFMCC Resource Center:

"AIDS: A Christian Response":	5,153 distributed in 1993-94
"AIDS: Is It God's Judgment?":	4,861 distributed in 1993-94
"Spiritual Strength for Survival":	16,062 distributed in 1993-94

(Note: this does not include those distributed in the European District, where they have published their own versions, both in English and Danish.)

"Fortaleza Espiritual para Sobrevivir":	1,939 distributed in 1993-94
"Choose Life":	10,985 distributed 4/5/94 - 12/31/94
"Christian Caring Manual":	168 sold 7/31/94 - 12/31/94
"Spiritual Strength for Survival Support Group Manual":	287 sold in 1993-94

TOP THREE GOALS FOR THE NEXT BIENNIUM

a) Education and training.

*UFMCC AIDS Ministry will publish ALERT on a quarterly basis, with additional information published in Keeping In Touch during the months ALERT is not published.

*UFMCC AIDS Ministry will develop and provide consultation for the Peer Education Program of MCC (PEP/MCC).

b) Resource development,

*UFMCC AIDS Ministry will produce and distribute information and literature on HIV/AIDS including: a quarterly newsletter, ALERT; pamphlets; program manuals; worship resources; and a catalog of AIDS ministry resources.

c) Support services.

*UFMCC AIDS Ministry will provide pastoral care and counseling to UFMCC clergy, lay pastoral leaders and Fellowship personnel with HIV/AIDS.

*UFMCC AIDS Ministry will be actively involved with other religious bodies and secular organizations to advocate responsible, effective public policy on HIV/AIDS.

Our perception of AIDS has changed from crisis to permanence. We must confront issues which AIDS illuminates: the low self-esteem and hopelessness among many gay men, the need for frank discussion of employment issues for leadership with HIV, and the continued call to affirm the goodness of sex in the face of a deadly sexually transmitted disease. These issues are the context for the future of UFMCC AIDS Ministry.

Amended Clergy Credentials and Concerns Committee Report to General Conference XVII July 1995

Introduction

The Clergy Credentials and Concerns Committee is pleased to present the following report to the General Conference. Since last we reported to the General Conference we have said goodbye to our Chair, the Rev. Candace Shultis. We would like to thank her for her very able leadership. On October 31, the Rev. Michael S. Piazza will end his term on this Committee. We have gladly welcomed the Rev. Steven Torrence and the Rev. Pat Bumgardner, who will serve as the new Chair at the end of this Conference.

The past two years since General Conference XVI have been both exciting and challenging.

- ✧ The Executive Team of the General Council asked us to address the concern that the current clergy credentialing process had become too cumbersome. The March, 1994 General Council asked the CCCC to relax our procedures and exercise some flexibility in assisting people through the credentialing process. We have sought to be as accommodating as possible without compromising the quality of our future clergy.
- ✧ The ETFSS work on addressing structural issues challenged us to consider decentralizing the authority of credentialing. Both the CCCC proposal and the Judiciary proposal seek to fulfil that mandate.
- ✧ The increasing number of lawsuits and complaints about clergy conduct has encouraged us to ask the local church to take more responsibility. It is apparent to us that the Districts should be given authority to match the responsibility and liability they already have.

It became clear to us that the growth and renewal of the Fellowship required a new system for credentialing clergy for the next century. Our hope is that we have created a new process for both credentialing and the judiciary that will serve us well. One item about which we feel very strongly is that both of the processes should be responsive to changing needs. This is best done by empowering the General Council to make changes in the system as needed, rather than having to wait two years for the next General Conference.

While we have certainly been guided by the work of ETFSS and the realities of our increasingly litigious society, the prevailing principle that we have sought to be led by is a spiritual one. We have tried to exercise our role with the health and well-being of our churches and clergy as our highest priority. Our desire is to strengthen the Church of Jesus Christ by strengthening those who would pastor local churches.

Status of Current UFMCC Clergy

The total number of UFMCC clergy as of 28 July 1995 is 339.

We celebrate with the following persons who in 1995 mark their 20th anniversary in

40 U.F.M.C.C. ministry:

41	Rev. Ron Anderson	Rev. Alice Jones
42	Rev. Bob Arthur	Rev. Clain Lust
43	Rev. John Barbone	Rev. Sylvanus Maduka
44	Rev. Phillip Crum	Rev. Ken Martin
45	Rev. Elder Donald Eastman	Rev. James Morgan
46	Rev. David Farrell	Rev. Don Pederson
47	Rev. Shelley Hamilton	Rev. Jeffrey Pulling
48	Rev. Elder Jeri Ann Harvey	Rev. Tere Roderick
49	Rev. Jack Isbell	Rev. Frank Scott

50 The following persons are currently considered to have resigned *de facto* for the 1994
51 licensure cycle:

52	James Becker	Nancelee Jose
53	John Broussard	Jodi Mekkers
54	Ken Caton	Duane Moret
55	Karen Gregg	Fairbairn Powers
56	Ro Halford	Vilma Torres
57	David Holzhauer	

58 The following persons are currently on Inactive status effective 01 January 1995:

59	Rev. Isabel Amorim	Rev. Julie Heckman
60	Rev. Mary Frantz	Rev. Beverly Howard
61	Rev. Lynn Guerra	Rev. Joseph Totten-Reid

62 The following Clergy have resigned their credentials by letter to the CCCC:

63 Rev. Anita Bradshaw
64 Rev. Carolyn Couch
65 Rev. Pam Crocker
66 Rev. James Downing
67 Rev. Marian Fink
68 Rev. Donna Lockridge
69 Rev. Martin McGonigle
70 Rev. Paul Shoopman
71 Rev. Kathleen Williams

72 The following persons have had their credentials removed by action of the Judiciary
73 Committee:

74 Dennis Chappell Paul Turner
75 The following Clergy have been granted Sabbatical for this term:

76 Rev. Susan Mabey (June 1, - December 31, 1995)

77 Rev. Michael Piazza (July 1, - November 1, 1995)

78 The following Clergy have been granted Leave of Absence for this term:

79 Rev. Marguerite Scroggie

80 Rev. Nancy Smiegowski

81 Rev. Larry Whitsell

82 The following Clergy have been granted retirement during this licensure term:

83 Rev. Felicia Fontaine

Rev. Ruth Rob Shivers

84 Rev. Alice Lamb

Rev. Jodi Sofier

85 Rev. Charles Larsen

Rev. Karen Ziegler

86 Rev. James Lewey

87 Rev. LisaDawn McCabe

88 Rev. George McDermott

89 The following Clergy were initially licensed in 1994:

90 Rev. Vicki Anderson

Rev. Julie Heckman

Rev. Doreen Shambrook

91 Rev. Roberta Booth

Rev. Sherry Hilliard

Rev. Glenna Shepherd

92 Rev. Wayne Bradley

Rev. Robert Johnson

Rev. Stephen Steele

93 Rev. Dexter Brecht

Rev. Lou Ann Jordan

Rev. Beverly Stephenson

94 Rev. Jane Clarke

Rev. Mark Lee

Rev. Patrick Stout

95 Rev. Richard W. Carson

Rev. Marianne McPherson

Rev. Sharna Sutherin

96 Rev. Lesley Corkhill

Rev. Bradley Mickelson

Rev. Elaine Thomas

97 Rev. Julie Daley

Rev. Clifford Morrison

Rev. Sandra Turnbull

98 Rev. Alan Eddington (Transfer)

Rev. Phyllis Motta

Rev. Alfred White

99 Rev. Becky Dickman

Rev. Kathleen Patrick

Rev. Paul Whiting

100 Rev. Carol Hale

Rev. W. James Richards

102 Rev. Stewart Harrison

Rev. Iris Sagers

103 The following Clergy were initially licensed in 1995:

104 Rev. Kathleen Baker

Rev. Susan Heiskell

Rev. Denise Leopold

105 Rev. Brenda Blizzard

Rev. Ronnie J. Helms

Rev. Jeremiah Lyon

106 Rev. Teena Carpenter

Rev. Ivan Holmes

Rev. C.E. Lewis

107 Rev. Robert Clark

Rev. Kenneth G. Hull, Jr.

Rev. Robert McDill

108 Rev. Roy Cole (Transfer)

Rev. Kenneth G. Hull, Sr.

Rev. James McManus

109 Rev. James Dennison

Rev. David F. Jarvis

Rev. Sandy Osteen

110 Rev. Shane G.J. Desautels

Rev. Ruth Jensen

Rev. Catherine J. Porter

111 Rev. Karen Dickman

Rev. J. Dwayne Johnson (Transfer)

Rev. David Regnaud

112 Rev. Tony Freeman

Rev. Timothy R. Koch

Rev. Bill Rethford (Transfer)

113 Rev. John Haack (re-entry)

Rev. Linda Laster (Re-entry)

Rev. Frank Scarlett

114 Rev. John L. Hankins

Rev. Evan LeBlanc

Rev. Jose Scholtes

115 Rev. Gina Hartung

Rev. Sharon Sloat

116 Rev. Barbara Haynes

Rev. R. David Smith

117 Rev. B. Rex Van Alstine
 118 Rev. Randy Votsch
 119 Rev. Carol Wier (re-entry)
 120 Rev. Kermie Wohlenhaus
 121 Rev. Claudia Jane Wolf

122 The following clergy were approved for Ordination at General Conference in July 1995:

123 Rev. Andy Braunston	Rev. Thomas Friedhoff	Rev. Eva O'Diam
124 Rev. Nancy Brown	Rev. Roberto Gonzalez	Rev. Janet Parker
125 Rev. Charlene Buck	Rev. Maurice Hinson	Rev. James Richards
126 Rev. Houston Burnside	Rev. Nancy Horvath	Rev. Barbara Sagat
127 Rev. Michelle Carmody	Rev. Jane Jerome	Rev. Jerry Seay
128 Rev. Gina Chapman	Rev. Wayne Lindsey	Rev. Andy Sidden
129 Rev. Lori Dick	Rev. James Lynch	Rev. Jan Skaggs
130 Rev. Alan Eddington	Rev. James Martin	Rev. Maggie Tanis
131 Rev. Ken Ehrke (affirmation)	Rev. Carolyn Mobley	Rev. Peter Trabaris
132 Rev. Jill Farnham	Rev. Stephen Moore	Rev. Mona West
133 Rev. Robert Finch	Rev. Michael Nikolaus	Rev. Paul Whiting
135	Rev. Teresa Nunn	

136 The following persons have died since the October 1993 report to Council:

137 Rev. Ken Bland	Rev. Patrick Mecham
138 Rev. Daniel Brauer	Rev. Marna Montour
139 Rev. Grant Brush	Rev. Cliff Morrison
140 Rev. Ted Calloway	Rev. Frank Murr
141 Rev. Ken Caton	Rev. Paul Peachy
142 Rev. Bill Colter	Rev. David Presley
143 Rev. Keith Davis	Rev. Phillip Quinn
144 Rev. Larry Dunlap	Rev. Stan Roberts
145 Rev. Billie Edwards	Rev. Bill Smith
146 Rev. Buff Fisher	Rev. Matthew Snyder
147 Rev. Arthur Green	Rev. Larry Uhrig
148 Rev. Brian Hanlon	Rev. Angie Umbertino
149 Rev. Joan Johnson	Rev. Thomas Walker
150 Rev. Bob Jones	
151 Rev. Stevie Lindic	
152 Rev. Calvin Lindley	
153 Rev. Don McRae	
154 Rev. Dan Mahoney	

155 The decisions listed below were heard on appeal at the C.C.C.C.'s August, 1994 meeting:

156 Rev. Steven Fund:
 157 Moved: that we 1) affirm Rev. Steve Fund's ministry, 2) affirm the Gulf Lower Atlantic
 158 District Clergy Review Committee decision, and 3) acknowledge that a system of
 159 accountability for Rev. Fund and his ministry is being negotiated. The C.C.C.C.

grants a one year licensure during which time authorization and accountability will be expected.

Rev. Betty Pederson:

Moved: that we affirm the Northwest District Clergy Review Committee's decision and uphold their recommendations regarding Rev. Betty Pederson.

Rev. Patrick Stout:

Moved: that we overturn the Southwest District Clergy Review Committee's decision regarding the licensure of Rev. Patrick Stout and grant a one year initial licensure to expire 01 August 1995.

Carla Howerton:

Moved: that we uphold the South Central District Clergy Review Committee decision to not grant Ms. Carla Howerton an initial licensure at this time.

Lupe Martinez:

Moved: that we uphold the Northeast District Clergy Review Committee decision to not grant a relicensure to Rev. Lupe Martinez at this time.

Chuck Shouwerwou:

Moved: that we uphold the Eastern Canadian District Clergy Review Committee decision to not grant an initial licensure to Mr. Chuck Shouwerwou at this time.

Ro Halford:

Moved: to reconsider our decision, made during the March 1994 meeting, regarding the status of Rev. Ro Halford.

Moved: to uphold our decision to not accept the 1993 status form of Rev. Ro Halford as it does not indicate an active, authorized, accountable ministry. We are willing to expedite the re-entry process for Ms. Halford when she so chooses.

Additional Action of the CCCC

1. Student Clergy Registration: (re. General Council motion: 94.10.GC.20 & 94.10.GC.29)

Moved: that the CCCC will write to every church and every person registered in care requiring Student Clergy to procure a signed statement by their sponsoring body. (Submitting this statement will register them as a candidate should the new system be adopted.) Official student clergy have been approved by their Board of Directors and have completed their educational proficiencies and are registered with the C.C.C.C.

The following statement will need to be signed by the Clerk of the Board of Directors:

We the undersigned do hereby affirm and declare that _____ is a suitable candidate for the professional ministry. Our endorsement certifies that to the best of our knowledge this person is spiritually, mentally, and emotionally fit to enter professional ministry in the U.F.M.C.C. Having completed appropriate supervision and

198 *the attached background checks, we strongly endorse this student clergy for ministry in*
199 *the Universal Fellowship of Metropolitan Community Churches.*

200 CS/PB, Unanimous

201 **2. Newly Licensed Clergy:**

202 Moved: that all clergy licensed in 1995 be asked to answer the same questions as were
203 asked on the 1994 Clergy Status Form.

204 ST/SM, Unanimous

205 **3. Problematic Status Forms:**

206 Moved: that the files of the twenty-five persons who answered yes to questions two and
207 seven on the 1994 Clergy Status Form be referred to legal counsel for review and recom-
208 mendation.

209 PB/MP, (YES: Bumgardner, Mabey, Torrence; ABSTAIN: Strayhorn; NO: Piazza)
210 (Note the committee unanimously feels that files of those who were arrested for civil
211 disobedience do not the warrant expense of a review.)

212 **4. Shared Resources:**

213 Moved: that the General Council be asked to encourage Districts with fewer than ten
214 ordained clergy to form regional D.C.R.C.s or B.O.M.s with adjacent districts.

215 SM/PB Unanimous

216 **5. Sexual Ethics Seminar: (reference Gen. Council motion 94.10.GC.25)**

217 Moved: that given the limited resources of CCCC the General Council is requested to ask
218 Samaritan Institute to video tape the portion of their course in Ethics pertaining to the
219 sexual ethics of clergy. This video should be made available through Church Services.

220 MP/PB Unanimous

221 **6. Code of Conduct:**

222 Moved: that the General Council be asked to request that all current and future clergy of
223 UFMCC sign a pledge to uphold the Code of Conduct developed as a guide by the CCCC.
224 This pledge should be included with the 1995 Status Form.

225 CS/PB Unanimous

226 **7. ETFSS Report:**

227 Moved: that since the CCCC was unable to participate fully in the formation process, and
228 since the final document does not reflect our understanding of what was agreed upon, we
229 respectfully request that our name not appear in the final ETFSS document.

230 SM/ST Unanimous

231 **8. Reentry Clergy: (Re: Gen. Council motion 94.10.GC.28)**

232 Moved: to inform the General Council that we are unable to answer their questions
233 regarding reentry clergy since they were never sent to us.

234 CS/ST Unanimous

235 **9. Definitions:**

236 Moved: that we recommend that the General Council adopt the definition for "Sexual
237 Misconduct" and "Pastoral Relationships" that are found on the "Sexual Misconduct
238 Background Check Form".

239 PB/MP Unanimous

240 **10. Extraordinary Credentialling:**

241 Moved: that we point out to the General Council that:

- 242 a. Only two people have been approved for Extraordinary Credentials.
- 243 b. Only the Rev. Dr. Mel White has accepted them.
- 244 c. That Dr. White had satisfied all of the proficiencies, taken U.F.M.C.C. Polity, and
- 245 Orientation to Pastoring. Extraordinary Credentialling only expedited the process by two
- 246 months to allow him to officially represent the Fellowship in his work.
- 247 d. That the March General Council Minutes should be corrected to reflect that the
- 248 motion to extend Extraordinary Credentials was made by Rev. Steve Torrence, seconded
- 249 by Rev. Charlotte Strayhorn and was unanimous with Rev. Michael Piazza absent for
- 250 the vote.
- 251 e. Finally, we ask that the General Council reconsider their previous vote disallowing
- 252 Extraordinary Credentialling. The CCCC has always had the final authority to waive
- 253 any portion of the credentialling process for transfer clergy. This authority is granted by
- 254 the current Clergy Manual which was approved by the General Conference (see page
- 255 37).

256 ST/CS Unanimous

257 **11. Board of Directors Training: (re: Gen. Council motion 94.10.GC.26)**

258 Moved: That the CCCC express its gratitude to the Rev. Elder Don Eastman for
259 developing a seminar for training Boards of Directors in risk management.

260 Request that the General Council require each pastor who moderates a Board to facilitate
261 the training of their Board in risk management.

262 CS/PB, Unanimous

263 **12. Judiciary Process:**

264 Moved: That the General Council request that the Judiciary Committee meet during
265 General Conference to develop a complete set of guidelines, policies, and procedures that
266 may be used by future committees. These should include issues such as confidentiality,
267 notification, release of information, investigations, hearings, accessing clergy files, etc.

268 SM/ST Unanimous

269 **13. Housing Allowance:**

270 Moved: That the General Council be asked to designate those monies which retired clergy
271 spend for housing as "Housing Allowance."

272 MP/PB Unanimous

273

274 **Conclusion**

275

276 The destiny of our Fellowship is based on our ability to remain flexible. The members of the
277 C.C.C.C. have attempted to face the challenge of remaining flexible. Our hope is that we are
278 able to continue to face our current challenges with excitement, courage, and faith. As we
279 conclude our final meetings together, we look forward to sharing in the overall vision of
280 growth and change within the U.F.M.C.C. It is our desire that our contribution to the
281 U.F.M.C.C.'s vision of growth and change will be received with the flexibility required to
282 meet such great expectations.

283 We recognize that our proposed changes will put an end to what has been perceived by some
284 as an archaic bureaucracy steeped in mystery and tradition. Perhaps out of this ending a new
285 vision will be rendered which reflects continual growth and beneficial change.

286 A mere statement of gratitude is an insufficient expression to say "thank you" to all those
287 who have lent their support and encouragement in the creation of this new vision. To the
288 Board of Elders, the District Coordinators, Pastors, local churches, our families and friends
289 who have provided courageous input and support to this great undertaking, we say "thank
290 you". The members of the C.C.C.C. wish to also express their deepest gratitude to the Rev.
291 Michael Piazza for his tireless energy and bold articulation of the vision placed before us. His
292 leadership will be missed in the days ahead. We would also like to express sincere thanks to
293 Mr. Shawn Newton for volunteering excellent technical and administrative support throughout
294 Rev. Piazza's term. His input has been greatly appreciated.

295 In conclusion, we state our hope that as our denomination faces the challenges placed before
296 us that we would remain faithful to God's will and true to our call.

297 Respectfully Submitted,

298 Michael S. Piazza Susan Mabey
299 Charlotte Strayhorn Steven Torrence
300 Pat Bumgardner
301

Commission on the Laity Report to General Conference XVII

July, 1995

I am proud of the productive work that the Commission on the Laity has accomplished during the past two years. I would like to thank each member of the Facilitating Council for their hard work towards meeting the goals of the Commission. The members have put in countless hours of hard work and travel. As with all fellowship programs, the strength of any program rests in the willingness and commitment of its district and local adherents. The Commission is fortunate in having some of the hardest working, committed and imaginative members of any program.

During this biennium, the Commission has geared its activities towards accomplishing the goals stated in its Service Plan. The goals outlined and their accomplishments were:

A. Promote a theology of mutual ministry between laity and clergy.

A new pamphlet (free to all churches) addressing the theology of the "Priesthood of All Believers" will be available at General Conference in Atlanta. These will be made available to every church with the intended distribution point to be at local church membership classes.

B. Assist in the development and distribution of comprehensive educational programs and materials to equip the people of God for ministry.

Several workshops and educational resources were shared with each District Lay Representative during the two Facilitating Council meetings during this biennium.

The Chair conducted a "Ministering to Leadership Workshop" for the Eastern Canadian District Retreat, facilitated the Northwest District Lay Retreat and participated in the South Central District HeartWings Laity Conference. In addition, Lay focused workshops/ forums were conducted in every UFMCC District by empowered District Lay Representatives.

The Commission's two major publications, The District Lay Representative's Manual and The Lay Delegate's Manual, have been translated into French and Spanish and will be distributed at General Conference XVII. These translations were facilitated and funded by the Commission on the Laity.

C. Coordinate and encourage communications between Districts and The COL of the Universal Fellowship of Metropolitan Community Churches.

The Commission offered funding for registration to all District Lay Representatives for attendance at the UFMCC Leadership Conference in August, 1994. Because of this, eight District Lay Representatives were able to attend. It was the Commission's directive for each Lay Rep to take the workshops and information home to their districts and provide the widest exposure possible of the Leadership Conference for the local churches in their districts.

JoNee Shelton, the COL chair, attended the Australia District Conference and toured the Australian District and New Zealand. She was accompanied by Mr. Lin Rowland, a lay musician and vocalist. With 10 churches in Australia and New Zealand, they met with representatives of all ten via Australia District Conference and personal visits. They visited 6 of the 10 churches and provided workshops, worship services and concerts during their trip.

Multiple copies of The Lay Delegate's Manual were mailed to each church following General Conference XVI. In addition, multiple copies were mailed to each District Lay Representative in April of 94 for distribution at all Spring and Fall District Conferences and all individual requests for the manual were honored.

D. Act as a forum for lay concerns to the General Conference and General Council.

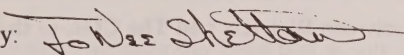
The Commission is sponsoring four Lay Ministry focused workshops during General Conference XVII. The COL will be sponsoring "The Orientation to General Conference", "Working With Worship", "Order Out of Chaos", and "Are You The One? How to Conduct a Successful Pastoral Search" workshops as well as the biennium Commission meeting.

The Commission looks to it's District Lay Representatives to provide personal and direct services to the local church. District Lay Representatives are provided workshops and a forum for new ideas and applications of lay ministry. Manuals such as The District Lay Representative's Manual and The Lay Delegate's Manual have been widely distributed to assist each local church and district in selecting the most committed and informed lay people to represent them, to be their voice. The new pamphlet (available General Conference 95) is targeting new local church members. This pamphlet is intended to assist new members in claiming and finding their own personal ministries as they come into the church, rather than waiting till a member comes to a District or General Conference. By assisting new members in the excitement and evangelistic stage it is believed that local churches will benefit with more involved and committed members who can claim ownership to their ministry in unison with the church. The Commission emphasizes and promotes ministry with the local church with a family of believers. All of the Commission's materials are available to all local churches free of charge. This is the method of distribution that will ensure the widest circulation.

The Commission views all that it does as a ministry. Hence, all meetings, publications and distributed materials, and educational efforts are managed to achieve the optimum service and distribution of ministry to the denomination. Quality stewardship and fiscal responsibility are a result of this philosophy. We have produced a tremendous ministry within our budgetary allotments.

The top three goals for the Commission during the next biennium will be the continued development of free hand out materials at the local church level, the training and strengthening of its District Lay Representative structure and the translation of new and existing Commission On The Laity materials.

The Commission seeks the continued support and commitment of the members of the Universal Fellowship as it moves forward in meeting the continuing challenge of being the educational and advocacy arm of the laity.

Submitted by: 

JoNee Shelton

Chair of the UFMCC Commission on the Laity

How does The Commission On The Laity provide services to the local church?

The Commission looks to its District Lay Representatives to provide personal and direct services to the local church. District Lay Representatives are provided workshops and a forum for new ideas and applications of lay ministry. Manuals such as the District Lay Representative's Manual and The Lay Delegate's Manual have been widely distributed to assist each local church and district in selecting the most committed and informed lay people to represent them, to be their voice. The new pamphlet (available General Conference 95) is targeting new local church members. This pamphlet is intended to assist new members in claiming and finding their own personal ministries as they come into the church, rather than waiting till a member comes to a District or General Conference. By assisting new members in the excitement and evangelistic stage it is believed that local churches will benefit with more involved and committed members who can claim ownership of their ministry in unison with the church. The Commission emphasizes and promotes ministry with the local church with a family of believers.

Department of People of Colors in UFMCC
Report to General Conference XVII
July 1995

Progress has been made by the Department during the past two years. Standard Operating Procedures (SOP's), were approved by General Council in 1994. I thank God for the smoothness with which their implementation is proceeding. The Chair of the Division of White People Healing Racism is now included in Executive Committee meetings. The Executive Committee and the Steering Committee of the Division of White People Healing Racism met in Los Angeles, CA 14-15 January 1995, with Rev. Elder Troy Perry and Elder Larry Rodriguez. This joint meeting focused on General Conference planning and future directions.

I wish to express my appreciation for your prayers, cards, flowers, and other expressions of sympathy and support that I received after the sudden death of my parents last summer. It helped make a difficult situation better.

Rev. Herbert Evans, MCC Washington, was appointed to the Board of Directors of the AIDS Interfaith Network. He completed his first term of service on 31 December 1994 and was reappointed. **Mr. J.R. Finney**, First MCC of Atlanta, completed two years of service to the Executive Committee on 31 December 1994. We thank him for his service. **Mr. Ramon Flores** and his spouse moved from El Paso, TX to San Diego, CA. He will be completing his first term of service on 31 December 1995. **Ms. Juana Majel**, Spirit Eagle MCC, will be completing her first term on 31 December 1995. **Ms. Lovedy Brydon**, MCC Los Angeles, was appointed to WPHR for a one year term, 1 January 1995 through 31 December 1995. **Ms. Hilary Clinton** tendered her resignation from WPHR effective 31 December 1994. We wish to thank her for her service and wish her continued success with her ministry in the European District. **Rev. J. Dwayne Johnson**, MCC Richmond (VA), was appointed to WPHR for a two year term, 1 January 1995 through 31 December 1995. **Rev. Randolph Nunnelee** completed his term on 31 December 1994. We thank him for his service. **Mr. Robert Shroeder**, MCC Austin, will be completing his first term on 31 December 1995. **Ms. Jean Strickland**, MCC Austin, will be completing her first full term as Chair on 31 December 1995. She and her spouse sent their daughter off to college last September and Jean became a grandmother for the first time. **Rev. Maggie Tanis** moved from Ke Anuenue O Ke Aloha MCC to MCC San Francisco. She completed her first term on 31 December 1994 and was reappointed.

The Department started this past biennium with an unmanageable number of goals and objectives. The Department held a very successful DPOC Leadership Conference in August 1994 at Cathedral of Hope MCC, Dallas, TX. The Department used a portion of its budget to ensure that representatives from South Africa could attend. Members of the Department have worked jointly with other UFMCC programs, participated in various programs both at local MCC churches and at various District conferences. Budgetary restraints prevented even more involvement.

The Division of a.i.d.s. Ministry has been evaluating existing programs to identify gaps. One of the gaps identified was the lack of spiritually based materials which are culturally sensitive to the needs of people of colors. Work has begun on such a publication. When it is completed, it will serve as a model for those who wish to develop others.

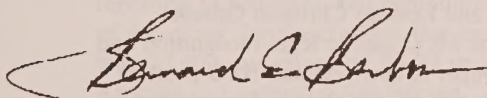
The Education and Training Division developed a spiritually based diversity workshop prototype that was presented at the leadership conference in 1994. The materials have been revised and a "how to implement the workshop in the local church/District" will be conducted on Saturday, 22 July 1995, as well as during the week. The Department has also evaluated the efficacy of various diversity programs available around the U.S. and encouraged local churches/Districts to use such programs were appropriate. Programs by the National Coalition Builder's Institute and the AFS New Bridges are among them. The Executive Director attended the pilot offering of EXCELing in Diversity and recommends this experience be offered more widely.

The Division of White People Healing Racism has developed a new brochure, new workshops, as well as participated in the evaluation of non-UFMCC diversity programs. Some members of its Steering Committee have been certified by NCBI and New Bridges.

Major goals to be addressed during the next biennium are:

- (1) distribution of a Division of a.i.d.s. Ministry publication;
- (2) development of materials for youth programming;
- (3) translation of materials into other languages;
- (4) better communications between the executives;
- (5) continue exploring how the Department budget might be redistributed to allow for a part-time program person in the Fellowship offices.

Yours in Christ's Service,



Bernard E. Barbour
Executive Director

Dept. of Ecumenical Witness & Ministry

Report to the 1995 UFMCC General Conference

A. EWM achieved its top three goals for 1993-95, thereby supporting the ecumenical work of the Board of Elders as specified in the Bylaws:

*Begin developing new ways for EWM to empower ecumenical activities of the local church. The two primary means for achieving this goal were by supporting local church leaders in their ecumenical efforts, and by developing materials and/or events to better equip district and local church leaders for doing ecumenical work. The best example of an ecumenical resource developed in this biennium is *Equal Rites: Lesbian and Gay Worship, Ceremonies and Celebrations*, a collection co-edited by Rev. Kit Cherry, EWM field director, and featuring many MCC leaders.

*Achieve greater internationalism in order to bring Christian salvation, Christian community and Christian social action to the world. The two primary means for meeting this goal were: 1) By participating more actively in the World Council of Churches. The most dramatic instance was the Jan. 1994 WCC Central Committee Meeting in Johannesburg, South Africa and related gatherings with local lesbian/gay groups there. Based on this, EWM coordinated fundraising and logistics to bring six South Africans to the 1994 UFMCC Leadership Conference, and their groups plan to affiliate with MCC. Promising connections were also made at the International Lesbian Conference in Bad Boll, Germany, which focused on how to heal the WCC's homophobia.

2) By empowering UFMCC's network of National Ecumenical Officers/Liaisons:

Argentina: Mr. Norberto D'Amico, National Ecumenical Officer (NEO), reports extensive media coverage for MCC's ecumenical events, including protests of the

government's denial of legal status to MCC. **Australia:** Rev. Greg Smith, NEO, spoke at many national ecumenical gatherings, including the National Christian Youth Convention.

Brazil: Rev. Isabel Amorim, National Ecumenical Liaison (NEL), represented UFMCC in many ecumenical contexts, including the a WCC-sponsored global youth conference in Brazil in July 1993. **Canada:** Ms. Lydia Segal, NEO, built relations with the United Church of

Canada and others. **Denmark:** Rev. Mia Andersen, NEL, reports that she will be a speaker at the May 1995 conference of the European Forum of Gay and Lesbian Christian Groups.

Dominican Republic: Rev. Francisco Barrera, NEL, reports MCC gained legal recognition and shared its worship space for a Roman Catholic event. **Europe:** A new regional NEO position

was created for Europe in March 1994 on the recommendation of MCCers in Europe, and Rev. Neil Thomas was appointed to serve. **France:** Rev. Caroline Blanco, NEL, met the

president of the Federation of Protestant Churches in Paris in 1994, and received a promise of support. **Germany:** Thanks to Mr. Daniel Werner for service as NEO. **Ireland:** Rev. Elder

Hong Tan, NEL, reports little MCC activity in Ireland in 1993-95. **Mexico:** Rev. Jorge Sosa, NEO, reports ecumenical work was made more difficult by a law requiring official

registration of churches. **Netherlands:** Mr George Meerveldt completed his term as NEL in October 1993, and the position is vacant. **New Zealand:** Rev. Elder Wilhelmina Hein, NEL,

reports that ecumenical efforts are focused at the local level to prepare for approaching the Conference of Churches in Aotearoa New Zealand. **Nigeria:** Rev. Sylvanus Maduka, NEO,

attended the WCC meeting in Johannesburg, and reported that his ministry continues to flourish. **Philippines:** Rev. Richard Mickley completed his term as NEL in October 1993, and

the position is vacant. **United Kingdom:** Rev. Ian Westby completed his term as NEO in

October 1993 , and was succeeded by Ms. Alison Warder. Efforts continue to build relations with Churches Together in England and various lesbian/gay caucuses. **United States:** Rev. Elder Nancy Wilson completed her term in October 1993, and was succeeded by Rev. Kittredge Cherry. UFMCC continued to call the National Council of Churches to repent at annual NCC meetings. Activities included joint meetings with gays and lesbians within the NCC member churches, and a forum on fighting the radical right featuring Rev. Mel White. MCC was active in several state church councils, especially in Hawaii and North Carolina, as well as in lesbian/gay ecumenical groups such as Christian Lesbians Out Together.

*Structure program to be empowering, efficient and effective in order to bring Christian salvation, Christian community and Christian social action to the world. The network of National Ecumenical Officers/Liaisons illustrates how EWM is achieving this goal. Another example is "Hands Around the God-Box," a bold prayer event confronting religious homophobia sponsored by UFMCC in conjunction with Stonewall 25; about 500 people from Catholic, Orthodox and Protestant traditions linked hands around the NCC/USA headquarters in New York City. In addition, EWM focused on making the most efficient use of its budget allotment, raising extra funds in order to achieve a balanced budget every year.

B. EWM served local churches in a variety of ways during 1993-95. EWM is empowering ecumenical activities of local churches by providing information and encouragement to local church leaders and developing new ecumenical resources. EWM is working to achieve greater internationalism, thereby enriching the faith experience of local MCCs and providing direct benefits to many MCCs outside the United States; a good example of this is MCC Buenos Aires, which reports its ministry is more effective thanks to an article about UFMCC and "Hands Around the God-Box" that appeared in the official WCC magazine. EWM also expresses the justice stand of local MCCs, while making efficient use of resources.

C. EWM has evaluated the quality and quantity of its programming in a variety of ways, including the amount and quality of news media coverage, questionnaires on specific events, the number of people willing to volunteer and amount of time/skills volunteered, regularity of reporting of activities, and compliments and complaints. An important criterion is the amount of donations, for these affirm that our "customers" value what is provided by EWM; more than \$7,000 was raised by EWM in 1994 for Hands Around the God-Box and to bring South Africans to Leadership Conference.

D. EWM's top three goals for the next biennium are:

*Training and providing resource materials for local church and district leaders in order to foster ecumenical work at the grassroots. Resources planned include 1) a comprehensive booklet of materials aimed at equipping church leaders to do local ecumenical work, and 2) a brochure on how to fight the right for broad distribution.

*Building on the success of UFMCC's international network of ecumenical officers.

*Creating alternative ecumenical models. UFMCC will continue to put resources into building relations with other "queer" faith groups and sponsoring alternative events at mainstream ecumenical gatherings. In addition, EWM plans to confront the radical right.

Respectfully submitted,

Rev. Elder Nancy Wilson, Chief Ecumenical Officer

Rev. Kittredge Cherry, Field Director

**UFMCC Ministry of Evangelism/Outreach
1995 General Conference Report**

Report Submitted by: Rev. Elder Freda Smith

Due Date: March 5, 1995

Summary Statement of the activities of the last two years.

- (a) **Top three goals and how they were met**
- (b) **How the program has served the local church**
- (c) **An Evaluation of quality/quantity/financial issues**
- (d) **Top three goals for the next biennium**

Goal 1: Develop a kit or other resource material on planning and follow-up of Event Evangelism/Outreach within a local church program of church growth, discipleship, and outreach:

This goal is being met through identifying, collecting, and analyzing current event program kits within local church settings--in addition to an all day session with Rev. Elder Don Eastman to evaluate event evangelism/outreach and church growth materials currently available within the UFMCC.

How the program has served the local church: This ongoing program has served the local church by research and development of material for Evangelism/Outreach and Church Growth events.. A workshop on Evangelism/Outreach suitable for presentation at a Conference level has been developed and was presented at the Great Lakes District Conference in October, 1994. Current projects include developing local church information kits on evangelism adapted from Toronto MCC's successful Christmas event model and Rev. Jo Crisco's *The Spiritual Renewal: A Planning Guide For UFMCC Churches*, which was prepared for Rev. Elder Jeri Ann Harvey's Spiritual Renewal church visits.

Evaluation of quality/quantity/financial issues: The funding for Evangelism/Outreach is extremely limited--..it is at the bottom of UFMCC funding expenditures. The need however is great.

Top goals for next Biennium: By December 1st, 1995, resource material on planning and follow-up of Event Evangelism/Outreach within a local church program of church growth, discipleship, and outreach will be available.

Goal 2: Develop a kit and materials for local church media ministry using access cable and UFMCC available media material.

This Goal is being met through identifying and investigating media ministry within local churches using access cable.

UFMCC Ministry of Evangelism/Outreach 1995 General Conference Report

The program has served the local church: by reviewing current UFMCC media programming. Since the March, 1994, General Council meeting local MCC programming in Anchorage, Tucson, Dallas, and Sacramento, have been reviewed. A successful workshop on Media ministry at the Dallas Leadership Conference elicited much interest in this project.

Evaluation of quality/quantity/financial issues: The funding for Evangelism/Outreach is extremely limited—it is at the bottom of UFMCC funding expenditures. The need however is great.

Top goals for next Biennium By General Conference 1995, a workshop outlining needs and materials for local church media ministry using access cable and UFMCC available media material will be presented. Preliminary material for local church access will be available for review and evaluation by General Conference workshop attendees.

Goal 3: To Identify Evangelism/outreach ministries within the UFMCC and produce a directory of recognized ministries within the UFMCC available to local churches, pastors, and lay persons, to meet expressed needs for UFMCC recognized evangelism/outreach and discipleship.

This goal is being met at present through personal contact from Conferences (General Conference, District Conferences, Leadership Conferences, etc), and through contact by Pastors, and District Coordinators. Only Evangelism/outreach ministries who are presently performing within recognized UFMCC churches, and who can provide references from Churches and Clergy in good standing within the UFMCC are considered.

The program has served the local church by developing a process for registry of persons and groups who are conducting successful Evangelism/Outreach and Church Growth events for local MCCs. By June 1, 1995, information will be solicited from Districts and churches where Evangelism/Outreach and Church Growth event ministries which meet the above criteria are being conducted.

Evaluation of quality/quantity/financial issues: The funding for Evangelism/Outreach is extremely limited—it is at the bottom of UFMCC funding expenditures. The need however is great.

Top goals for next Biennium: To develop resource material to ensure that evangelism/outreach ministry which includes Speakers and Teachers on Church Growth, Conflict Resolution, Diversity, POC and WPHR, Healing and Wholeness, AIDS, and other valued ministries within the UFMCC are presented and made available to local churches.



REPORT TO GENERAL CONFERENCE XVII, JULY, 1995

INTRODUCTION

EXCEL International is a program that motivates and promotes local church support and involvement. Originally based on the Cursillo movement, it hosts a series of weekend exercises which are opportunities to study, live and celebrate the fundamentals of Christian Community Living. The "community" stressed is the local church and the final focus of the weekend is to motivate laypeople and clergy to return to their churches filled with the renewal necessary to change lives.

At this General Conference XVII, EXCEL International celebrates twenty (20) years of stimulating spiritual renewal within the Universal Fellowship of Metropolitan Community Churches. We are the oldest and most energetic lay education program. We remain a strong and vital part of UFMCC.

MEMBERS AND MEETINGS

EXCEL International currently has 12 Teams and 118 Team Members around the world. Over 6,600 lay and clergy people have participated in weekend exercises. The basic unit of EXCEL is the local team. Team members meet and study together regularly, sometimes for a year or longer, in preparation for a Weekend. All Team Directors or Facilitators compose the Program Committee which oversees program development. The Program Committee elects seven members from the Program to compose the Executive Committee of EXCEL International. The Program Committee and Executive Committee together compose the Family Council, which meets at least once per year in conjunction with our annual All Team Gathering. An Executive Director is employed on a part-time basis and is responsible for the day-to-day activities with the Teams, District Coordinators, and UFMCC. Visiting Teams, overseeing training of new Teams, implementing new programs, creating a monthly newsletter, attending meetings of the Executive Committee (twice or three times each year), as well as chairing the Program Committee meetings, hosting All Team Gatherings and representing EXCEL International at all required Fellowship functions are but a few of the duties the Executive Director performs. Our Weekends continue to be not-for-profit. Local Teams raise funds to provide scholarships and cover part of the expenses. Each Team Member attending a Weekend pays full cost for this privilege.

GOALS

During this reporting period, EXCEL International worked toward accomplishing the following goals:

1. To provide an EXCEL weekend for each District within UFMCC.
2. To develop two new programs, EXCELLing in Couple Relationships and EXCELLing in Diversity.
3. To expand our EQUIP program, Excel's Quality Improvement Program.

PROGRESS TOWARD GOALS

1. To provide an EXCEL weekend for each District within UFMCC: We have now facilitated EXCEL Weekends in ALL UFMCC Districts. We are planning additional "suitcase" weekends (Team Members from Teams elsewhere "suitcase in" to provide a weekend where a Team does not exist) for districts and several World Church Extension areas which do not have local teams.
2. To develop new programs: EXCELLing in Couple Relationships--A Team has been meeting the past two years and is planning their pilot weekend in the Fall of 1995; and, EXCELLing in Diversity--This program had its pilot weekend in October, 1994 and is applying for "active status" within Excel International and planning its second weekend.
3. To expand EQUIP: Excel teams have started routine feedback questionnaires on weekends, increased communication with local pastors and District Coordinators, increased communication with other UFMCC programs, and started a longitudinal (ten-year) study to determine what happens to Excel graduates when they return home from a weekend and what is the sustained impact on Excel graduate spiritual lives.

GOALS FOR NEXT BIENNIUM

1. Hiring an Executive Director at a full-time salary.
2. Continue expanding and finetuning the EQUIP program with emphasis on partnering with local churches.
3. Increase the number of local Excel teams and increase the number of Districts and World Church Extension areas with local Excel Teams.

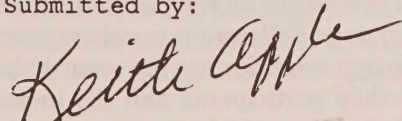
BUDGET CONSIDERATIONS

EXCEL International continues to be healthy financially providing internal funding which accounts for 90% plus of our expenses. Excel International continues to support UFMCC with a voluntary tithe.

ACTION ITEMS

In support of our goal of supporting a full time Executive Director, we request UFMCC to invest in EXCEL and thereby invest in UFMCC's future! We ask that the General Conference recognize the importance and potential of this work and continue to support us so that the "bright colors" and "vibrant Christians" of EXCEL may continue to bless this Fellowship.

Submitted by:



Keith L. Apple, Executive Director

Commission on Faith, Fellowship and Order

1993-95 Service Report

Chair: Rev. Charles M. Bidwell, PhD

The top three (3) goals for 1993-95 and how they were met:

- (1) To produce a catalog of all available FFO resources.

We have researched all known documents and entered about 25% of them into computer files for editing and printing. These are ready for sale and distribution to all churches. We have a free catalog listing these workshops which is available from "FFO Resources" at P.O. Box 2736, Ann Arbor, MI. Materials are periodically reviewed and updated or deleted from the inventory and catalog.

Materials are being translated into Spanish and French as soon as translators can be found. Some brochures and two workshops are now available in Spanish.

The conducting of workshops and forums by the FFO Commissioners in each District is encouraged to promote these resources and to benefit the members of our Fellowship.

- (2) To produce two (2) new workshops and a forum for General Conference '95.

We have tested trial workshops at our 1994 Commission meeting in Dallas and some churches have tried them: "Ethics and the Church Community" and "Conflict Management".

We are planning a forum on "How to Be an International Church" in conjunction with the ETFSS for presentation at Atlanta. We have requested time in the General Conference schedule and are recruiting panelists.

- (3) To produce a collection of papers on "Theology of Ordination".

We have recruited UFMCC authors and instructed them on topic areas to address in their papers and the FFO Editorial Review Panel has read, edited, and returned these papers to their authors. The revised papers and some supporting articles have been entered into computer files and have been printed in draft form for the Core Commissioners to review and approve before this work is submitted along with a bibliography to General Council for direction as to distribution.

This task was assigned to FFO by General Conference.

How Local Churches Have Benefited from FFO:

Individuals and congregations who use FFO resources in their study or discussion groups benefit from the guides and materials that enable them to explore their theological reflection and their understanding of other people's beliefs and view of God at work in our daily lives.

Districts and other UFMCC Program Units which use FFO materials or reports to conduct workshops and engage their members in theological reflections also benefit from the discussion, exploration, and understanding that comes from such theological reflection.

FFO is a constant reminder that the UFMCC honors the ministry of all believers by requesting "grass roots" involvement in the development of statements and position papers. FFO Commissioners design and test materials that encourage Fellowship members to engage in theological reflection. The products of these reflection activities are the reports that come from the feedback sheets from surveys and workshop participants and the invited submissions on specific issues, such as the Theology of Ordination, which create a collection of articles for the Church to study and further respond to.

Criteria for Success - Quality, Quantity, and Financial Issues:

We would like to report an increase in the number of FFO resources purchased but we have no baseline figures for sales of FFO materials in past years. Now that we are making current resources available directly from FFO, we anticipate having records of this volume and of the topics that are being ordered.

The quality of FFO resources depends to a large degree on the talents and dedication of the volunteer members elected or appointed to serve their districts by working on the Commission. Several factors affect the quality of FFO products. First, since not all Districts appoint or fund commissioners to FFO, we are rarely representative of the entire Fellowship. Second, sometimes those who do volunteer to let themselves be elected as an FFO Commissioner in their District do so under pressure and have neither the writing or teaching skills nor the interest in researching and developing resources.

The quality also depends in part on the responses of those people who use the resources and their suggestions for improvements. We gather once a year to review (and propose) new workshops or discussion starters that have been developed by individuals between meetings and to review the responses from the users of tested FFO materials.

Our financial concern is our high cost for involving international commissioners in our meetings. Perhaps electronic communications can drastically reduce these costs and also increase the ease with which we stay in touch and work cooperatively in authoring and sharing draft materials.

Our Next Goals:

Some new goals will be decided at the FFO Meeting in Atlanta and others may be assigned by the General Conference; we respond to needs and requests. Our continuing goals are:

- (1) to increase the awareness of, and the use of, FFO resources.
- (2) to produce two (2) new workshops and a forum for General Conference '97.

FFO considers its mandate to be a service unit to the whole Fellowship - all Programs (such as COL, DPOC, EXCEL, CCCC), Districts and Churches - in developing resources and conducting surveys.

We welcome requests and suggestions on topics of concern to the UFMCC members. We are here to serve the needs of groups who want a resource designed or want to use an FFO resource to involve people in theological study and reflection. We welcome ideas from everyone and especially those who volunteer to help develop and test FFO resource materials.

Send your ideas to the Chair of FFO, 11143 - 70 Avenue NW, Edmonton, AB, Canada T6H 2G9; or use the internet at: Charles Bidwell@UAlberta.Ca, Director, Health Sciences Media Services, University of Alberta, Faculty of Medicine, 0J1 WMC, Edmonton, AB, Canada T6G 2R7. Telephone (403) 492-6561; Fax (403) 492-7303.

SAMARITAN INSTITUTE FOR RELIGIOUS STUDIES

REPORT TO THE GENERAL CONFERENCE

submitted by Sandra Robinson, President
Michael Dively, Chair
March, 1995

1995 marks Samaritan's 25th year of service to the UFMCC.

In 1970, Samaritan was founded to educate UFMCC ministers. Over the years, UFMCC leadership has been challenged to succinctly define Samaritan's changing role and responsibilities to the changes and transitions of the UFMCC. Samaritan has been variously described as a seminary, the educational program of UFMCC, a college, and a leadership training institute.

The UFMCC General Council aided by Samaritan's Board of Trustees has undertaken an aggressive initiative to clarify both the reality and the perceptions of Samaritan's role. This report outlines the results of our actions for change and our vision of Samaritan's future.

What is Samaritan today?

Samaritan is the incorporated, non-profit, professional school of the UFMCC. Samaritan's mission is to provide non-homophobic theological education for leadership into the 21st century. This mission statement emerges from our responsibility to provide leadership training for UFMCC laity and clergy.

After a year of reflection, conversation, and study of the purpose, mission and identity of Samaritan, the Board of Trustees has renamed the school:

SAMARITAN INSTITUTE FOR RELIGIOUS STUDIES

"Institute" more accurately describes the school's variety of programs, services and educational experiences.

Education for Liberation continues to be our slogan because it claims that:

- * education is the catalyst which liberates the soul, mind and body;
- * the best people to train and teach gay and lesbian people in the "how to" of ministry are lesbian and gay people;
- * gay and lesbian people can name ourselves and describe our own reality in the face of the stereotypes and myths that perpetuate violence toward our community.

The student body includes:

- * laity pursuing leadership training;
- * clergy candidates seeking academic certification
- * clergy enrolled for continuing education credit
- * seminarians from other educational institutions;
- * persons seeking personal enrichment courses in spirituality and human sexuality

S.I.'s core curriculum includes:

Sexuality Studies

History of Christianity, I & II

Understanding the Bible, I & II

Introduction to Pastoral Care

Church Administration

Christian Education

Worship

Preaching

Polity

Orientation to MCC Pastoring

(2 week residency)

Theology (available in 1996)

Ethics (available in 1996)

What is Samaritan's relevance to UFMCC local church ministry?

The Samaritan Institute for Religious Studies exists to provide leadership education for clergy candidates and laity of the UFMCC through:

...the Academic Certification program for clergy candidates

...Continuing Education classes, workshops & seminars for laity and clergy

Leadership education is crucial for church growth and esteem because:

- * it provides a path to understanding the diverse ways church members interpret and practice our faith.
- * it informs how our religious practices are influenced by culture, class, race, tradition and oppression.
- * it probes Christian History, the Bible, the relationship between our sexuality and spirituality and church tradition for God's life-giving truth free from homophobic assumptions.

How is Samaritan making its curriculum more accessible?

Samaritan provides and certifies:

- * graduate-level theological education;
- * continuing education (C.E.U.)

...through:

- * classroom courses (in Partnership with UFMCC Districts)
- * correspondence courses
- * intensive residency programs
- * dual enrollment programs with other educational institutions
- * Soon, Samaritan will offer course work through computer technology.

How has Samaritan improved its services to UFMCC?

Samaritan has expanded its staff, upgraded its curriculum, improved the course "delivery" system, developed criteria for obtaining outstanding faculty, and attracted a capable Board of Trustees. Samaritan human resources include approximately 89 people in the US including the Board of Trustees, staff, faculty, contract labor and volunteers with gender, racial and geographic parity. There are 53 regular teaching faculty with outstanding academic and experiential credentials.

The Board of Trustees has grown to 14 committed members promoting Samaritan's mission through strategic planning. To begin development of a mature fund raising program, the Board commissioned a consultant to provide recommendations in the area of marketing, volunteer development and fund raising. The Board's pledge of professional expertise and financial support helps guarantee Samaritan's growth and relationship with the UFMCC through: our partnership with the Districts, and our responsibilities to the credentials process.

What is Samaritan's financial status?

Samaritan is in a very good and stable position compared to previous years. The closing of the 1994 fiscal year shows a modest \$9,000.00 deficit due to unpaid 1993 expenses which were paid in 1994. Otherwise the 1994 budget was balanced. All Samaritan accounts are current except our long term debt to the McClelland Trust. There are no outstanding debts to UFMCC. The 1995 budget is balanced and includes the initial repayment of part of the funds loaned from the McClelland Trust.

This is the first year since receiving the Trust that Samaritan did not have to rely upon the Trust Fund for General Operating Expenses.

In 1994 the UFMCC Districts received approximately \$20,000.00 in scholarship monies. This figure represents 20% of Samaritan's partnership tuition.

What is the Samaritan Consortium?

The Consortium is the international alliance of self governing Samaritan facilities. Each Samaritan is an independent educational institution. Courses taken at one school will not automatically transfer to another school nor automatically satisfy the home country's proficiency requirements for licensure for clergy candidates. Therefore the Consortium exists to monitor cross accreditation, to discuss denominational issues which affect the educational process and to provide mutual institutional support.

What is Samaritan's relationship to markets outside of the UFMCC and how do those relationships affect the UFMCC?

Samaritan has forged a dual enrollment program with the Chicago Theological Seminary (CTS). Through Samaritan, the UFMCC enjoys it's first joint educational program. This relationship will be a model for other educational partnerships to provide accredited, non-homophobic theological education. Dual enrollment programs provide Samaritan students with master's level education while meeting the academic requirements of ordination in UFMCC. We expect to develop at least three more dual enrollment programs by the end of 1995.

In 1996, Samaritan will host a theological conference which will be an interfaith gathering of lesbian/bi/gay theologians, pastors and leaders to study ministry and theology in lesbian and gay communities. This conference will be a milestone learning experience which will:

- * allow for critical interfaith collaboration between "queer" theologians and ministers;
- * connect theological studies with the concerns of our churches
- * promote critical and strategic reflection by scholars and pastors on leadership education in our communities.

This conference will be a sort of "Academy of Religion" for lesbian/bi/gay people and will be a tremendous opportunity to raise the profile of UFMCC ministry.

Enrollment Statistics:

Student enrollment has dramatically increased. Samaritan has enrolled 277 students since January, 1993 bringing our total active file count to 468 as of Dec. 1994. 263 of these student are registered for academic certification.

US Student Units* taught by year:	<u>1990</u>	<u>1991</u>	<u>1992</u>	<u>1993</u>	<u>1994</u>
*one student per one class:	248	242	191	219	305

In 1994 we taught 39 Partnership classes across the United States and Orientation to MCC Pastoring (29 candidates) in Denton. Tx.

We see a trend toward intensive grouping of course work. In 1994, Samaritan offered the first general curriculum residencies (programming other than the Orientation residency) in the Mid-Central District the Northwest District. In 1994, the first students from a US seminary formally enrolled in Samaritan classes. Five students from the Pacific School of Religion audited the Northwest Intensive.

What is the vision of Samaritan's future?

Samaritan is becoming a community of learning which can be accessed by any student within the United States. Samaritan will provide:

- * resources and instruction for leadership education of laity and clergy
- * theological publications
- * an environment to promote religious activism
- * conferences, seminars, symposium, lecture series and special programs
- * projects funded through special grants and foundations.

Samaritan is uniquely positioned to become a bridge between:

- * the world of UFMCC and gay/bi/lesbian ecumenical movements
- * formal and non-traditional education
- * secular and religious communities

It is important that Samaritan be positioned this way in order to address the challenges presented by our community's need for civil, social and religious justice. Samaritan can coalesce the ideals and resources of these worlds to help bring our communities to **our** "place at the table."

We thank you and appreciate your continued support of our work.

For further information about Samaritan programs and enrollment contact:

Samaritan Institute for Religious Studies
P.O. Box 688
Lewisville, Texas 75067
Phone: 214.221.7749 Facimile: 214.221.7345

President: Rev. Sandra Robinson
Admin. Asst.: Rebecca Everett

Dean: Rev. Mona West
Registrar: Sheryl McFerren



AUSTRALIAN SAMARITAN EDUCATION

Australian Samaritan Education (ASE) first offered courses in 1986, and was initially an extension centre of Samaritan College (USA). In 1991 ASE was granted autonomy, and is now a member of the Consortium of International Samaritan Colleges.

ASE's primary focus is on distance education, enabling both lay and clergy leadership to develop through academic course work, seminar studies, and workshops. Through these programs ASE provides qualifications recognized for leadership in UFMCC, and enables student clergy to undertake the academic component required for licensure.

BOARD OF TRUSTEES: Ms Deirdre Dowsett (Chair), Rev. Vera Bourne (Clerk), Mr Rod Phillips (Treasurer), Rev. Greg Smith, Mr Stephen Stickland

BOARD OF STUDIES: Rev. Cliff Connors (Dean), Rev. Robert Clark, Rev. John Fowler, Ms Norma Weaver, Ms Sue Wilkins.

TUTORS: Rev. Vera Bourne, Rev. Cliff Connors, Rev. Julie Daley, Dr John Dingle, Ms Deirdre Dowsett, Rev. John Fowler, Rev. Elder Wilhelmina Hein, Rev. Iris Sagers, Mr Stewart Symonds, Ms Norma Weaver.

ASE awards the following qualifications:

- a) Certificate of Pastoral Leadership (Cert.P.L.)
- b) Bachelor of Ministries (B.Min.)
- c) Graduate Diploma of Theology (Dip.Th.)

Within Australia and New Zealand, there are currently six students pursuing studies towards a Certificate of Pastoral Leadership, fifteen studying towards a Bachelor of Ministries, and two studying for the Graduate Diploma of Theology. A further three students are auditing B.Min. subjects. There are six students who are studying towards clergy licensure.

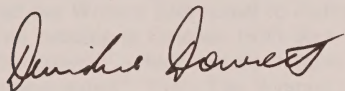
Current ASE students include members of every MCC within the District of Australia, as well as several from New Zealand. In addition, there are several students who do not attend any MCC, and who are studying with ASE for their own enrichment. We are pleased to enrol these students in accordance with our inclusive policy.

A new development for ASE is the provision of pocket courses, workshops, seminars and lectures. The first of these was a highly successful presentation by Rev. Elder Nancy Wilson on "Outing the Bible". This was widely advertised, and attended by over 100 people.

The Board of Trustees has appointed Rev. Elder Wilhelmina Hein as the New Zealand Director of Studies. Samaritan Studies in New Zealand is an extension campus of ASE, and offers courses for credit within the B. Min., and also a range of Leadership Seminar days.

An Alumni Association has been formed, and is active in promoting and assisting the work of ASE.

There are currently four scholarships available for those wishing to study with ASE. In addition, there is a scholarship fund available for students from World Church Extension areas, excluding New Zealand.



Deirdre Dowsett
Chairperson
Board of Trustees



AUSTRALIAN SAMARITAN EDUCATION

Board of Trustees
Treasurer
Rod Phillips
GPO Box 1006
ADELAIDE SA 5001

TREASURERS REPORT - FINANCIAL YEAR ENDED DECEMBER 1994

STATEMENT OF INCOME AND EXPENDITURE

Balance carried forward - December 1993 \$1,363.61

INCOME

Student Fees	4,574.11		
Bank Interest	22.24		
Sale of Text Books	36.00		
Samaritan Sunday			
Offering	635.75		
Donations	525.35		
Photocopying	224.20		
	6,017.65	6,017.65	
Office of Certification	169.96		
	169.96	169.96	
		6,187.61	6,187.61
			7,551.22

EXPENDITURE

Dean's Stipend	3,000.00		
Tutor's/Supervisors			
Stipend	775.00		
Photocopier Expenses	319.00		
Printing	40.00		
Telephone	70.56		
Postage	288.56		
Stationery	150.00		
Board of Trustees/Studies			
Travel	1,646.00		
Textbooks	39.95		
Dean's Travel	189.00		
Tutor's Travel	179.00		
Graduation	65.45		
	6,762.52	6,762.52	
Office of Certification	2.90		
Purchase - New Printer	419.30		
	422.20	422.20	
		7,184.72	7,184.72
Balance as at end December 1994			\$ 366.50

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The Women's Secretariat Report to General Conference 1995

Prepared by Rev. Coni Staff, Chair of TWS

INTRODUCTION – THE WOMEN'S SECRETARIAT of UFMCC (TWS)

At the 1989 General Conference, many women joined their voices in asking General Council to create a Fellowship program centered on the gifts, needs, specific concerns, and issues of women in UFMCC. In October 1990 such a program was created by General Council. A Steering Committee was appointed by the Elders to develop and facilitate the program's growth. The Steering Committee and our Women Elders met to dialogue about the development of the program for women that very first meeting in October 1990. Rev. Elder Jean White suggested we consider using the name "Secretariat", which is a much more recognizable term internationally than a term such as "commission". Thus, The Women's Secretariat (TWS) was birthed.

Due to the efforts of many people, The Women's Secretariat has had a solid beginning as a UFMCC program. It is appropriate that the needs and concerns and the gifts and talents of women be specifically addressed in an official way in UFMCC. It is appropriate because sexism exists in the world, and that means it is bound to and does exist within UFMCC.

I would like to take this time to thank with deep appreciation the dedication, energy and commitment of spirit that each of the TWS District Liasons has offered to this program! I would also like to thank the TWS Coordinating Council which was elected last General Council for their time and dedication: Rev. Vera Bourne, Doreen Shambrook, Julie Tizard, Rev. La Paula Turner (inactive), Antoinette Ponzo (inactive), and to Nancy Wilson, our Liason Elder, for her guidance and wisdom. And a great thank you to the Women in Districts and Local Churches all over UFMCC who have stepped forward to serve TWS. Thank you for your commitment!

TOP TWS GOALS and HOW THEY WERE MET

The Mission Statement of The Women's Secretariat:

To recognize the gifts and power that women contribute to UFMCC and the World.

The Goals of The Women's Secretariat:

- 1) to provide a framework for all women to support, heal, nurture, and empower themselves and one another, and
- 2) to recognize and work to eliminate all barriers to the full participation of women at the local church, district, and UFMCC levels.

How These Goals Were Met

- Continuing the use of the 1991TWS Women's Needs Assessment Survey Results to assist in TWS planning and presentation of issues to UFMCC.
- Assisting in the planning and organization of the 1994 UFMCC Leadership Conference: "Mutuality, Ministry, and the New Millenium"
- Planning for TWS General Conference 1995 programming
 - Six TWS-sponsored workshops
 - The third consecutive General Conference Women's Wall (in the Country Store)
 - The second TWS Luncheon held at conference
 - Facilitated women's sharing times
 - The bi-annual TWS General Business Meeting
- Developing the TWS Brochure
- Laying further groundwork to strengthen the TWS District Liason organization.

HOW TWS HAS SERVED the LOCAL CHURCH

In beginning to focus major work of TWS on the 1995 General Conference and the 1995-96 TWS Needs Assessment Survey, women in the local churches will have voice in the future direction of TWS and the issues TWS pushes within UFMCC.

The 1994 Leadership Conference provided tools and skills to take back to the local churches. By strengthening the District Liason area of TWS, communication with local churches within the particular district will be enhanced.

Some local churches may be paired with other churches nearby or in a different country to share experiences and stories as women. There will be some local churches from across UFMCC targeted to establish a local church TWS group – particularly churches which have shown significant interest in Women's outreach.

AN EVALUATION OF QUALITY/QUANTITY/FINANCIAL ISSUES

Due to the efforts of many people, The Women's Secretariat has had a solid beginning as a UFMCC program. One of the major contributions of TWS recently has been the program's contributions to the planning and organization of the UFMCC Leadership Conference this last August in Dallas, Texas, USA. This was the most highly attended Leadership Conference in UFMCC history. Some of our goals have not been completed following our original timeline. The Coordinating Council and TWS District Liasons will be devising a new timeline schedule.

In 1993 TWS was budgeted for **\$4425**. Actual expenses turned in were **\$4397**. The TWS 1994 budget was \$5215. This does not accurately reflect the budgetary needs of the program, nor some of the expenses – which were absorbed by various women in TWS. More money is definitely needed for administrative support for the Chair and others. More money is needed for TWS Coordinating Council members' travel/registration/lodging to conferences. More money is needed for development of resources. Additionally, more money may be needed for conference calling to further develop the effectiveness of the TWS District Liasons – especially since two of our six members of the Council reside in England and Australia.

TOP THREE OBJECTIVES FOR THE NEXT BIENNIUM

1. To conduct a follow-up TWS Needs Assessment Survey in 1995-96.
Planning for the 1995 Needs Assessment Survey (particularly for use in the U.S.) is beginning now.
To request at least two districts outside the United States to develop, distribute, and analyze a Women's Needs Assessment Survey which would be reflective of their particular area or region.
2. To continue to refine and assist the efforts of our TWS District Liasons.
 - a. To provide a training session for District Liasons at General Conference in '95.
 - b. To provide a training session in writing for District Liasons not able to attend General Conference in 1995.
 - c. For members of the TWS Executive Committee to be in quarterly contact with the TWS District Liason(s) assigned to each member.
 - d. To target 5-10 congregations across UFMCC to establish a local church TWS group, (churches which have shown significant interest in Women's outreach and programming).
3. United Nations World Conference on Women

To represent UFMCC by sending one or two representatives to the United Nations' Fourth World Conference on Women to be held this summer in Beijing, China. To be a co-sponsoring organization for a NGO (non-governmental organization) workshop at the U.N. Conference on Lesbian Spirituality. To vote to be a sponsor of the petition drive to "Put Sexuality on the Agenda".

WORLD CHURCH EXTENSION REPORT TO THE UFMCC GENERAL CONFERENCE 1995

The mission of World Church Extension as stated in our by-laws is: "the establishment of indigenous self supporting, self-propagating UFMCC congregations which in turn fully participate in the witness and ministry of the church, local and universal."

This mission cannot be accomplished without the dedication and commitment of UFMCC personnel, within and outside the World Church Extension Areas.

We would like to acknowledge the dedication, hard work and numerous talents Rev. Dr. Louis Kavar, Ph.D. gave in the service of God and World Church Extension during the past several years. He served alongside Rev. Elder Jean White who laid the foundation for all the work related to this ministry. Also much gratitude is due the Rev. Elder Wilhelmina Hein who served for several months as the interim administrator.

Each country and church gives shape and form to World Church Extension. Everyone of us is helping to create our Global Community. The people in our World Church Extension Areas are living out the dreams we had yesterday and the dreams we collectively share today will help to embrace others.

It is this sense of global community and the gathering of diverse ethnicity's and cultures which has captured many hearts. When we trust the spirit of human mutuality which connects us, the love of God transforms us and blends us into ONE as we continue to heal, no matter what our differences may be. World Church Extension is a place where we join hearts and hands across the globe. I am honored to serve as the Administrator of this ministry and I ask for your prayers. Let us all "fully participate."

THE STRUCTURE OF WORLD CHURCH EXTENSION

Currently the Board of Elders serve as the Board of World Church Extension. The Elder Liaison's to World Church Extension are:

Rev. Elder Troy Perry	-- Nigeria
Rev. Elder Nancy Wilson	-- New Zealand
Rev. Elder Don Eastman	-- South America
Rev. Elder Darlene Garner	-- Dominican Republic
Elder Larry Rodriguez	-- Mexico/ Central and Latin Americas
Rev. Elder Wilhelmina Hein	-- lives in New Zealand
Rev. Elder Hong Tan	-- Philippines

The Board will be working during the next biennium to develop a new structure and appoint a new Board of World Church Extension once that structure is in place.

The Rev. Judy Dahl was appointed as the new Administrator February 1, 1995. World Church Extension is housed in the UFMCC Headquarters and Rev. Dahl operates out of her home office two days a week. Reverend Dahl served most recently as the Senior Pastor of MCC Ventura and served as the Southwest District Coordinator for six years. Rev. Dahl hopes to utilize the best of her skills as pastor and District Coordinator in this vitally important ministry.

1993 - 1995 OVERVIEW

World Church Extension is a ministry with an enormous task: to reach out across the globe with the liberating love of Christ to Lesbian and Gay Christians and their support communities. We serve a diverse and expansive globe with overwhelming financial, political and spiritual needs. We have learned how to make connections and how to reach out well to some and we still struggle against the barriers of military, political and religious dictatorships in other areas of the world. We have been challenged by this daunting task, even frustrated and sometimes cynical, but with God ... "all things are possible."

We need you. I need those of you who have a special place in your hearts and ministry for our sisters and brothers around the globe, to work with me to confront these challenges with God's help. We have come so far...we are yet on our way... guided by the power of the Holy Spirit.

There has been significant activity in the World Church Extension Areas during the past two years. Rev. Kavar did a remarkable job of raising the visibility and increasing the fiscal development of World Church Extension. In addition, under his direction a good deal of policy and priorities were initiated. Programs were developed to inform and link the local churches to World Church Extension Areas.

FINANCES/ FUND RAISING

To all of you who have been so faithful in giving to World Church Extension, may God reward your "remarkable act of sharing."

The revenues raised during the past biennium, (not including the UFMCC allotment):

1992 ---	\$41,514.03
1993 ---	\$60,181.65
1994 ---	\$55,183.85

The Travel Pool has been a tremendous success since it was instituted by the General Conference. Because we have shown faith, and because we are united in this cause, we are able to bring delegates from each of our WCE Areas. The gathering of the UFMCC is such an important experience for all of us. It is especially important for WCE personnel to come together to experience new dreams and visions for the future.

Thank you for sharing the vision!

PRESENT STATUS OF WORLD CHURCH EXTENSION AREAS

LATIN AMERICAN MINISTRIES (LAM)

Mexico

Rev. Jorge Sosa was elected to serve as the new Area Coordinator in November 1994. Congratulations to Rev. Sosa and much thanks to Rev. Tomas Garcia for his years of faithful service as the former Area Coordinator.

There are currently 5 churches in Mexico; ICM Reconciliation (Mexico D. F.), Rev. Sosa, Pastor, ICM Guadalajara, Rev. Garcia, Pastor, ICM Renovacion (Cuernavaca) Rev. Leija, Pastor, ICM Christo Amigo (Jailisco) and ICM de Tijuana.

The beginning phases of developing a Samaritan Partnership in Mexico is underway. Joint efforts between Samaritan and WCE are in process to finalize the development and implementation of a new Samaritan curriculum for all of our Spanish speaking people.

Nicaragua

ICM Paz y Alegria, in Nicaragua is led by a lay pastor, Mario Guterrez. In the midst of an ongoing difficult political climate, the church continues to develop relations with other churches through its AIDS Ministry. Communication with Mario is difficult but Rev. Sosa the Area Coordinator works diligently to keep the lines of communication open. Rev. Sosa, the Area Coordinator and Rev. Dahl, the Administrator of WCE are planning a trip to be with Mario and ICM Paz y Alegria later this calendar year.

DOMINICAN REPUBLIC

In February 1995, Rev. Elder Darlene Garner, Rev. Steve Torrence, Ms. Ana Vargas and Rev. Judy Dahl paid the first official administrative visit to the Dominican Republic. Presently, there are three active MCC's in the Dominican Republic. We are in the process of connecting the San Salvador School and orphanage which cares for 80 children as an official part of Alma Rosa MCC in Santo Domingo. Much work has been done here over the past eight years by a variety of persons in the UFMCC. Rev. Howard Williams founded this ministry. Rev. Francisco Barrera was licensed at our last General Conference. Rev. Barrera is the first Dominican to pastor one of our churches in the Dominican Republic. His church in El Tamarindo has been involved in a "cottage industry", making quilts for purchase, with the teaching and marketing assistance of people from our Florida churches. Many churches in Florida have reached out over the years in shared ministry with our Dominican Friends involved in MCC. Notably, the Rev. Grant Ford and members of the Sunshine Cathedral have been ongoing in their connection to this ministry. World Community Builders under the direction of the Rev. Stephen Fund has had an unmistakable presence in the Dominican Republic. This ministry has built many bridges between the people of the UFMCC. There is great potential for continued training and empowerment of indigenous leadership, both lay and clergy in the Dominican Republic. The opportunity for growth and expanding the liberating love of Jesus is tangible in this area!

NEW ZEALAND

In October this area will celebrate 20 years with the UFMCC! CONGRATULATIONS! There are three active churches and considerable new leadership giving rise in New Zealand. Rev. Michael Horn is the pastor of MCC Auckland. Rev. Iris Sagers is the pastor of MCC Waikato and the Rev. Elder Wilhelmina Hein is currently the pastoral contact for the new group in Christchurch. Samaritan Studies is now a reality in New Zealand. Mr. David Teggert is the current Area Coordinator but will be stepping down in October. Thank you for your service, David. Ms. Joni Shelton, the Chair of the Commission on the Laity just returned from New Zealand and Australia and reports good work and much potential flourishes in this area of our world!

PHILIPPINES

Under the fund raising direction of Rev. Elder Nancy Wilson, over \$10,000.00 was raised to send the Rev. Ed Paul to MCC Manila for 3 months. Rev. Paul went through a 3 week cross cultural training experience to prepare him for this ministry. He has given us a great deal of useful information from his experience in preparing us to train and prepare other MCC people to do ministry in diverse cultural settings. I would like to acknowledge the able assistance of Ms. Dana Cagle and Mr Ravi Verma in this preparation. Rev. Paul did a great deal to advance our ministry in the Philippines, particularly in recruiting a Lay Minister Mr. Edgar Mendoza who will serve as the new Lay Pastoral Leader. The Rev. Richard Mickley, founding and current pastor of MCC Manila will retire from active ministry the end of July, 1995. This change in leadership will be effective at the end of the General Conference. Rev. Paul believes this church could well be the springboard to planting more churches in Asia and the Pacific Rim. We extend our most sincere thanks to Rev. Paul for his work to further our ministry in the Philippines and to Rev. Richard Mickley for his original vision.

NIGERIA

Rev. Elder Nancy Wilson and Rev. Kittridge Cherry met with Rev. Sylvanus Maduka during a WCC meeting in Johannesburg last summer. From all reports this ministry continues to flourish with more than 20 ongoing churches. Unfortunately we have been unable to bring Rev. and Philomena Maduka to the General Conference due to civil unrest in Nigeria. We are attempting once again to bring them to Atlanta for this conference. We are also in the preliminary phase of sending two UFMCC representatives to Nigeria for a visit. At the March meeting of the Board of World Church Extension the decision was made to visit our people in Nigeria this calendar year. We are fortunate to have Mr. Bernie Barbour, Chair of People of Colors willing to make this trip as Bernie has lived in and is familiar with Nigeria. We are interested in sending a medical professional to Nigeria for this visit. Once our representatives have returned with a full update of this thriving ministry we hope to begin a major capital campaign to build a hospital for our people in Nigeria.

SOUTH AMERICA

Argentina

Rev. Roberto Gonzalez has displayed genuine leadership in ministering to our people in Buenos Aires over the past several years. In the midst of ongoing struggles for the liberation of gay and lesbian people in this country, the MCC presence is a faithful and compelling evidence of God's love. Rev. Gonzalez serves as the Area Coordinator and his partner, Norberto D'Amico serves as our South

American Liaison for Ecumenical Witness and Ministry. This location, and this leadership provide a stronghold towards the further development of MCC in South America. Rev. Isabel Amorim, a UFMCC clergywoman resides in Brazil. In addition we have initial contacts from Peru, Uruguay and Chile. Please keep the growth of the UFMCC in South America in your ongoing prayers.

OTHER AREA CONTACTS

South Africa: While we have no official MCC's in South Africa, we have a number of active contacts in Johannesburg and surrounding areas. This past August we brought four people from South Africa to participate in our Leadership Conference in Dallas. Since then our contacts continue, most notably with Rev. Andre Muller who pastors an exuberant church of 500 people. They have expressed interest in affiliating with the UFMCC and plans are underway to bring Rev. Muller and his partner to this General Conference.

In the past two months we receive two or three contacts from various parts of the African Continent on a weekly basis. There is a great deal of interest in UFMCC who in the words of Rev. Dr. Ade Ojo, a recent contact from Nigeria, "are so grateful for our care of isolated gay and lesbian people."

Russia: Several contacts have been initiated from Russia during the past couple of years. Dr. Kabakov was in Los Angeles from Moscow and greeted the Board of Elders during our last Council meeting. He is the friend of a long time MCC'er, Mr. Robin Hixon of MCC Portland.

We are also in dialogue with a Mr. Falatyn who has just begun a Gay and Lesbian Research Library in Moscow. Four UFMCC brochures have been translated into Russian by Dr. Kabakov and are currently being entered into a Cyrillic computer program by Rev. Bob Arthur. This is the beginning of an unmistakable move of the Spirit.

China: Rev. Roy Birchard of San Francisco has been in communication with a man in China for some time. Rev. Birchard is in the process of learning the Mandarin language. In addition, the Board of Elders will name two UFMCC women, The Rev. Elder Darlene Garner and another woman from outside the USA, as yet unconfirmed, to attend the International Women's Conference in Beijing this September, 1995. Rev. Coni Staff of the Women's Secretariat has also been involved with a tour group out of San Francisco in her plans to attend this conference.

Europe: We have lost contact with our group in Poland. While this is unfortunate it has caused us to rethink our current outreach to European Countries not as yet affiliated with the UFMCC. As a result of this The Rev. Roy Beaney, the European District Coordinator and I have begun to dialogue about the possibility of establishing a "WCE Satellite" to operate out of Europe. At first blush, our thinking is to provide a close regional link in Europe from the WCE Headquarters in Los Angeles. This satellite would help facilitate, assess, train and provide close proximity leadership for developing MCC's in the European District. Both the European District Coordinator and the Administrator of WCE would consult in the selection of a WCE European Coordinator. This person would be approved and appointed by the Board of World Church Extension. We have discussed this possibility with Rev. Thomas Friedhoff, who is the pastor of our church in Hamburg, Germany. Germany is a good centralized location for this satellite and Thomas facilitates many languages needed to do this work effectively.

WORLD COMMUNITY BUILDERS

This vital ministry is led by the Rev. Stephen Fund. Since 1992 World Community Builders has sent seven work camps to build a variety of different and necessary structures in our WCE Areas. Four groups have gone to the Dominican Republic and three to Mexico.

A total of 47 volunteers, representing 26 churches, 14 US and 1 Canadian Province have contributed to this ministry over the past several years.

I have seen first hand the work which this all volunteer ministry has accomplished and I am a witness to the love and dedication of the many who make up World Community Builders. A line item has been added to the 1996-1997 WCE budget for World Community Builders for the first time .

Much thanks to all of you who volunteer your time to this important work! ...because you build it, they will come."

TRANSLATIONS

Attention is directed toward a comprehensive Spanish education, training and credentialing program. Thanks to the action of the last General Conference we have the financial reserves to fulfill this function and to begin developing additional language facilities.

A report was received from Rev. Mia Anderson Pastor of MCC Kobenhavn concerning translations of UFMCC materials within the European District. Rev. Beverly Baptiste, the Chair of the ICRD Division of the General Council shared the following information from this report with me. The "ETFSS Study Guide" and the "UFMCC Bylaws" were translated in Germany in Deutschemark (DEM); this account is depleted. Several other publications are awaiting translation in Germany. "Spiritual Strength for Survival," and "Homosexuality, Not a Sin Not a Sickness," was translated in Denmark in Danish kroner (DKK); some money remains in this account. The clergy manual and ByLaws are both in need of translation.

At a meeting of the European District Committee meeting in February it was agreed to have the UFMCC pay for the printing materials in the local area (this will be least expensive). The local church then buys the materials from the UFMCC at the same price as materials in English are sold to the US churches.

Rev. Marci Wexler reports from the Eastern Canadian District translation fund that at least two brochures are translated into French.

The entire responsibility for translations has been given to the Administrator of WCE. I will be in ongoing dialogue with all appropriate channels to assure the funding and publishing of appropriate UFMCC documents in all languages. We currently have a fairly healthy translation fund available and concerted attention will be given to utilizing these funds in the most efficient and expeditious manner possible.

In addition, I have had 5 years of conversational Spanish. I am currently being tutored in Spanish and am working diligently to be fluent in written and spoken Spanish.

FUTURE GOALS AND PLANS

3 Priority Goals for the Next biennium

1. Increased funding of WCE Areas
2. Recruitment and training of Lay and Clergy Leadership
3. Steady growth and development of existing WCE ministries and strategic growth plans established for future years.

As we deal with the ramifications of the ETFSS proposal we will have a more accurate picture of overall forecasting for our Global Outreach. The Board of World Church Extension is committed to meeting the goals and objectives of the mission statement.

* Specific attention will be devoted to District/WCE Area Partnerships. The driving principle of this program will be to empower shared ministry and the enhancement of "self-supporting, self-propagating indigenous leadership" and congregations of all Areas and Districts. At the March 1995 General Council meeting I had the opportunity to meet with the District Coordinators to just briefly mention my interest in developing this program. I later met with three DC's who expressed some very real interest in helping to make this program a reality. It is my hope to garner the commitment and passion for global growth with three or four districts in the next biennium. These districts, with the personnel and financial support of 3-4 or their "anchor churches" will develop a unique and ongoing shared ministry with one Area of WCE. The by-word in the development of these partnerships will be "unique." The WCE Area and the District and anchor churches involved can create their own program based on mutual needs and interests. The hallmark for this ministry will be MUTUALITY. So often WCE and other missions concepts have carried the notion that "we give to them." What I want to help facilitate is a relationship based on distinct and diverse, yet mutually shared ministry. For example, an anchor church from one district could serve as a training/teaching church for the lay and clergy leadership of that Area. To create a mutual environment of shared ministry, the WCE Area would assess the

strengths of their regional and cultural ministry and strive to develop a “ministry enhancement center” comprised of individuals in the Area and churches who will serve to share their unique skills and knowledge of ministry and their regional experiences. We have so much to share.

- * We will direct funding programs aimed at specific, country by country needs and requirements. One broad base goal will be the education, and training of indigenous leaders.

- * The visitation of each WCE Area by an authorized UFMCC/WCE person to each of our Areas. The overriding goal for each visit will be the nurturing of ministry, assessment of existing ministry and planning for future development of our ministry and congregations.

- * I will be developing information packets for each liaison elder prior to their visit of their WCE Area. I will include in these packets, information of the Elders liaison area as well as marketing and funding information to inform the Elder and District of ministry accomplishments and specific financial and additional resource needs of that specific WCE Area.

- * I will be meeting with two members of the Board of Elders in August or September of this year to begin both a short and long range strategic plan for WCE.

I have not been in this position long; two months at the time of this writing. In my experience, ministry is best done with the participation of all interested and involved persons. I want to hear from each of you who has a heart for this ministry. I want every person in our WCE Areas to tell me and each other what they see for our future together. Call me with your ideas, dreams and plans. Help us raise funds in your local church and district. Consider joining a World Community Builders work camp. Seek out someone from this General Conference and make a friend and stay in touch with your new friend through letters and phone calls. Most importantly, remember WCE and our people all around the globe in your daily prayers.

Respectfully submitted,

Rev. Judy Dahl
Administrator, WCE

UFMCC BOARD OF PENSIONS USA



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April 27, 1995

The Rev. Elder Troy D. Perry
Moderator
Universal Fellowship of Metropolitan
Community Churches

Dear Rev. Perry:

Greetings in the name of our Lord and Savior Jesus Christ.

On behalf of the UFMCC Board of Pensions (USA), I am pleased to submit this report and accompanying financial information to the Board of Elders, the General Council, and the General Conference.

Since the last General Conference, the UFMCC Board of Pensions has experienced significant internal and administrative changes which I wish to share with all of you. First and foremost in our minds is the loss of our Vice President, Paul Sheldon, a resident of Alameda, California. In the loss of Paul, the Board and the Fellowship lost a valuable and trusted asset. Paul's expertise as an employee of the United Methodist Church's pension program, created a void in our chain of program management and in our historical knowledge of the development of the Fellowship's pension program. Fortunately, the Rev. Judy Davenport has stepped in to fill this void and to assume the role of Vice President. Rev. Davenport's keen administrative experience and firm understanding of the retirement needs of our clergy gives us even more insight into our planning for the future. God has truly blessed us with experienced and dedicated leadership. And, I must add that the late Paul Sheldon, even in death, held the needs of our clergy in the highest regard. Paul's Last Will and Testament specifically bequeathed approximately \$5,000 to the Board of Pensions (USA) which was used to offset our operating expenses.

Second, our pension administrator for several years, Ms. Lois Luneburg of Arnold, California, stepped down from this position as of December 31, 1994. The Board advertised the

vacancy in mid-1994, and selected Mr. Hal Nesbitt of Long Beach, California, to succeed Lois, effective January 1, 1995. Mr. Nesbitt comes to us from a local pension management organization. He is also active in his home church. With his help, we are now accelerating our plans to computerize the UFMCC pension program for quicker response to participating clergy and for adequate information regarding the Plan and Trust for all interested UFMCC clergy. The Board feels truly blessed to have Hal Nesbitt with us in this transition.

Third, in 1994, our investment counsellor accepted another position with a different investment firm. After consultation with our Treasurer, John Willy, the Board decided to move our account to the new firm because we value our long-term relationship with our investment counsellor. He has proved to be a valuable asset to our investment strategy. And, he not only keeps us informed of new investment opportunities and trends, but he also is willing to periodically meet with the Board and to discuss in detail current market conditions, risks and returns on investments, and future investment opportunities.

Fourth, with the continued growth of the pension fund, our Standard Operating Procedures authorize the Board to seek approval of additional Board members to broaden the base of our governing body; i.e., new Board members who officially join us as Trustees of the Plan and Trust. To control operating expenses, the Board determined in 1991 and again in 1993 decided not to request additional members while we sought to put more information regarding the value of the Pension Plan in the hands of our USA clergy. In 1994, when the total value of the Plan and Trust exceeded \$600,000 and with the death of our Vice President Paul Sheldon the Board agreed to expand its size by at least two new members. We are pleased that Ms. Jackie Wildey of Fort Lauderdale, Florida, has accepted this challenge. Ms. Wildey, a member of the Sunshine Cathedral and a recipient of the Edith Perry Award, brings a wealth of financial knowledge and commitment to the Board. Additionally, we are pleased that Ms. Lois Luneburg, though recently retired as our Administrator, has also agreed to accept this challenge. Obviously, Ms. Luneburg's many years of experience in this area greatly enhance the work of the Board. The nominations of Ms. Wildey and Ms. Luneburg are currently before the Board of Elders for confirmation. We are also submitting for reappointment the names of two current Board members--our Treasurer, John Willy of Galveston, Texas, and Leon Hampton of Alexandria, Virginia, the current Board President--for the consideration of the Board of Elders.

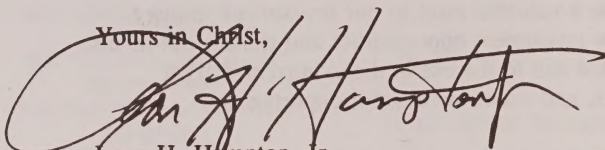
Finally, let me briefly speak to the financial condition of the Plan and Trust. As you and others have noted, the Plan and Trust has continued a steady growth over the last five (5) years. Our annual audits by certified public accountants helped us to move our financial data from a cash basis accounting system--which served well when there were less than one hundred (100) participating clergy--to an accrual basis accounting system supported by financial ledgers, as the Plan and Trust now represents more than 160 participating clergy. Even with these administrative changes, the Plan and Trust remains a financially solid asset to serve the needs of our participating USA clergy. We still are able to offer generous lump sum retirement as an alternative to a monthly lifetime annuity. Early retirement and death benefits are still fully available to our participating clergy. And, as the value of our

investments grow, so does the value of clergy staying in the Plan.

We continue to encourage all of our USA churches to be cognizant of their responsibilities in submitting their assessments. And, we continue to encourage our participating clergy to stay with the Plan and to promptly meet their personal responsibilities in this regard.

For a denomination which is less than thirty (30) years old to reach this level of commitment to its clergy, is not only remarkable, but also a sign of God's blessing upon the clergy in our Fellowship. The UFMCC Board of Pensions (USA) looks forward to an even brighter future.

Yours in Christ,



Leon H. Hampton, Jr.
President

Enclosure

UFMCC BOARD OF PENSIONS USA

INCOME AND EXPENSE STATEMENT 1/1/93--12/31/93

INCOME	1ST QTR	2ND QTR	3RD QTR	4TH QTR	TOTALS	BUDGET
Voting Member Assmt's	29,609.45	42,547.30	32,186.90	29,071.49	133,415.14	
Clergy Contributions	2,788.00	1,932.00	786.00	7,998.00	13,504.00	
Interest	581.72	539.27	132.61	194.27	1,447.87	
Sub-Total	32,979.17	45,018.57	33,105.51	37,263.76	148,367.01	
Other	6,000.00	4,250.00	0	0	10,250.00	
TOTAL INCOME	38,979.17	49,268.57	33,105.51	37,263.76	158,617.01	

EXPENSES

Pension Services Corp.	1,437.25	2,437.25	1,437.25	1,437.25	6,749.00	8,000
Administrator	2,750.00	2,750.00	2,750.00	2,750.00	11,000.00	11,000
Telephone	96.57	68.96	49.67	99.80	315.00	900
Attorney	682.50	0	0	700.00	1,382.50	1,250
Office Equipment	0	1,769.63	2,357.66	0	4,127.29	4,000
Office Supplies	0	47.11	2.01	5.92	55.04	300
Postage	227.97	146.14	196.35	116.12	686.58	1,200
Printing	337.42	116.89	1,029.60	40.41	1,524.32	1,500
General Conference	772.00	155.00	3,444.45	1.38	4,372.83	5,000
Meetings (BOP-Council-Leader)	3,723.20	164.00	0	0	3,887.20	5,000
Audit	0	500.00	0	0	500.00	1,750
Contingency	0	115.00	0	252.49	367.49	500
TOTAL ADMIN. EXPENSE	10,026.91	8,269.98	11,266.99	5,403.37	34,967.25	40,400
RETIREMENT Benefits	33,242.00	17,641.73	0	33,654.00	84,537.73	
DEATH Benefits	(644.00)	7,473.00	0	0	6,829.00	
Terminations	0	0	0	1,436.85	1,436.85	
INVESTMENTS	0	0	25,000.00	0	25,000.00	

INVESTMENT VALUE

Prudential Securities	624,476.24
Church Bonds	12,250.00
Total Value	636,726.24

COMPOSITE

Bal. Fwd 1/1/93	7,201.66
Total Income	158,617.01
Sub-Total	165,818.67
Admin. Expense	34,967.25
Sub-Total	130,851.42
Benefits	92,803.58
Sub-Total	38,047.84
Investments	25,000.00
Bank Bal. 12/31/93	13,047.84

TOTAL PENSION FUND

Investments	636,726.24
Bank Balance	13,047.84
	649,774.08

UFMCC BOARD OF PENSIONS USA

INCOME AND EXPENSE STATEMENT 1/1/94---12/31/94

INCOME	1ST QTR 94	2ND QTR 94	3RD QTR 94	4TH QTR 94	TOTAL	'94 BUDG
Voting Mbr. Assmts	31,968.67	34,037.27	25,002.25	43,118.51	134,126.70	
Clergy Contribution	4,360.00	1,600.00	1,070.00	9,350.00	16,380.00	
Interest	<u>802.58</u>	<u>467.43</u>	<u>111.62</u>	<u>115.77</u>	<u>1,497.40</u>	
SUB-TOTAL	37,131.25	36,104.70	26,183.87	52,584.28	152,004.10	
Other	<u>5,501.50</u>	<u>6,755.00</u>	<u>0</u>	<u>5,002.68</u>	<u>17,259.18</u>	
TOTAL INCOME	42,632.75	42,859.70	26,183.87	57,586.96	169,263.28	

EXPENSES

Pension Svcs Corp.	1,437.25	1,437.25	1,454.50	1,454.50	5,783.50	8,000
Administrator	3,250.00	3,250.00	3,250.00	3,250.00	13,000.00	13,000
Telephone	71.39	54.87	37.99	225.41	389.66	900
Attorney	0	0	840.00	0	840.00	1,250
Office Equip.	0	0	0	0	0	1,000
Office Supplies	7.69	0	2.89	0	10.58	300
Postage	319.73	22.02	88.46	167.96	598.17	1,200
Printing	342.46	1,189.81	1,330.00	42.07	2,904.34	2,250
Annual Mtgs	0	3,810.75	0	0	3,810.75	5,000
Audit	0	0	500.00	0	500.00	1,000
Contingency	<u>0</u>	<u>0</u>	<u>0</u>	<u>414.70</u>	<u>414.70</u>	<u>2,500</u>
TOTAL ADMIN EXP	5,428.52	9,764.70	7,503.84	5,554.64	28,251.70	36,400
RETIREMENT BENEFITS	0	6,118.00	0	27,185.00	33,303.00	
DEATH BENEFITS	2,490.00	1,026.00	0	0	3,516.00	
TERMINATION	0	0	0	262.60	262.60	

INVESTMENT VALUE

Dean Witter Reynolds	477,212.37
Prudential Securities	<u>212,770.16</u>
	689,982.53

COMPOSITE

Bal Fwd 1/1/94	13,047.84
Total Income	+169,263.28
Sub-Total	182,311.12
Admin Exp	- 28,251.70
Sub-Total	154,059.42
Benefits	- 37,081.60
Investments	-105,500.00
Bank Bal 12/31/94	11,477.82
Investmt Value	+689,982.53
TOTAL FUND	701,460.35

NATIONAL/REGIONAL MEETING REPORTS

REPORT FROM CANADA

On behalf of the Canadian churches, we accomplished much in the very limited time (too limited time). The areas discussed were:

- a. Metropolitan Community Churches in Canada.
- b. Samaritan Education in Canada
- c. Ecumenical Witness and Ministry
- d. Canadian MCC AIDS ministry

We would have liked to discuss the political atmosphere in Canada, but due to the limited time we were forced to place it on the next General Conference agenda.

Submitted by
Rev. Marcie Wexler, Convenor

REPORT FROM EUROPE

There are 25 delegates at this conference.

We applaud at this conference:

- The programme and participation of youth -- they shall be the new generation of leadership.
- The commitment to translation and use of many primary tongues.
- The willingness, care and commitment around access issues at this conference.

3 issues:

1. Translation and Inclusivity
 - a. If we can raise \$4 million to purchase a building, then we can be equally inventive around translation issues through funding but primarily by utilizing the gifted talents of the denomination.
 - b. The standard of the new "global headquarters" is pleasing but we call upon General Conference XVII to ensure that the facilities and services are truly international and that will only come if we state our requirements.
2. Lay Ministry/Lay Pastors
Laity who seek to equal clergy lack ambition!
 - a. Global theology of ministry
 - b. Trained, active, authorized and accountable ministries

- c. We must empower all leadership through training for equality for all and opportunity for all.

The myth of Lay Ministry equating to "small church" or "second best" must be smashed.

- 3. We take away issues for further discussion:
 - a. Flags and symbols which some deem offensive
 - b. Our own insipid response to translation to date.
 - c. To develop new avenues of pastoral ministry, training and support.

Submitted by
Rev. Roy Beaney, Convenor

REPORTE DE LA REUNIÓN REGIONAL DE LATINO-AMERICA, MEXICO Y EL CARIBE

Las condiciones economicas del area y sus extensiones geografica nos dificultan la comunicaci3n y tal dificultad no favorece el conocimiento de la situacion real de la comunidad Lesbi-gay dentro de la gran diversidad en que nos desenvolvemos, por lo que en la reuni3n se llego a las siguientes prioridades:

- 1. Elaboraci3n de un Directorio Regional que incluya no solo los datos de las iglesias, sino tambi3n los organismos de apoyo a la comunidad lesbigay de la regi3n.
- 2. Promover la inscripci3n de las iglesias locales no como tales sino como organismos independientes (ejemplos Asociacion Nuevas Horizontes, A C. en la Ciudad de Mexico) en la ILGA para ganar mas espacios de desarrollo que nos permitan participar con voz y voto en foros internacionales.

Siendo t3n poco el tiempo disponible quedaron pendientes importantes asuntos para compartir y discutir, tales como la posibilidad real de llevar a cabo reuniones regionales y como las necesidades reales de formaci3n para quienes dirigen y forman iglesias en el area.

Sometido por,
Rev. Jorge Sosa, Convenor

PACIFIC RIM REPORT

Present were representatives from The Philippines, New Zealand, Hawaii and Australia.

- 1. 30 minutes was not enough. If we are intentional on allowing regions to meet, we must show this by allocating quality time.
- 2. Discussion around Australian Samaritan Education developing culturally-sensitive regional

education resources. This will be ongoing.

3. Discussion around the issue of Australia and New Zealand becoming a District, out of which came the commitment to developing close ministry and educational relationships in the Pacific Rim Region which reflect the uniqueness of our individual cultural experiences.

We thank the coordinators of General Conference for this opportunity to dialogue and pray that a much larger time slot be available at next General Conference in Sydney.

Submitted by
Rev. Greg Smith, Convenor

REPORT FROM THE UNITED STATES

1. Opened in prayer at 10:03 a.m.
2. Unanimously passed the Board of Pensions Report, noting that Leon Hampton explained we will have US\$1,000,000 in the fund by the year 2000. They have a yearly audit and have gone from a cash basis to an accrual basis. The key to their success is diversity.
3. Passed a motion to support the non-binding resolution of The Women's Secretariat on "support of affirmative action."
4. Adjourned at 10:30 a.m.

Submitted by:
Rev. Don Pederson, Clerk

PROCEDURAL RECOMMENDATIONS FOR THE ELDERS PROPOSAL FOR STRUCTURAL CHANGE

1. Procedure for the Elders Nominating Committee

PASSED

Amend Section H.1. (page 9) of The Parliamentary and Procedure Manual by substituting the first paragraph with the following:

- "a. Everyone nominated by a majority vote of at least three District Conferences prior to March 1 preceding General Conference will be on the ballot at General Conference.
- "b. Each nominee must provide a resume on a standardized form provided by the Nominations Committee that will be distributed to all Clergy and Lay delegates in pre-conference packets and mailed to churches 60 days prior to General Conference.
- "c. During the Elders Nominating Forum, nominees for Elder will share their statement of vision for the Denomination."

2. Business Agenda

PASSED

Amend Sections 4.A. and 4.B. of The Parliamentary and Procedure Manual concerning Binding and Non-Binding Resolutions (pages 6-9) by substituting with the following:

- "A. Items of interest to the whole denomination that arise due to actions of any regional or country caucus meeting held as part of the World Jubilee may be brought to the floor of General Conference.
- "B. After limited discussion, the only motion in order would be a motion to refer the item to the General Council for study and report back on action taken on the recommendations to the next General Conference.
- "C. Motions of courtesy and appreciation will be presented to the Board of Elders for review and presentation as the last item of business on the General Conference agenda."

3. Forums

PASSED

Amend the end of Section 4.C. Business Agendas of The Parliamentary and Procedure Manual (page 8) by adding the following:

"Forums held during the General Conference business meeting will pertain to the items on the business meeting agenda."

4. Program Reports

PASSED

Delete Section 4.G. of The Parliamentary and Procedure Manual (page 9).

5. Denomination Budget

PASSED

Add the following paragraph to Section 4 of The Parliamentary and Procedure Manual:

"As of the 1997 General Conference, the UFMCC budget shall be developed and implemented by the General Council in accordance with ministry priorities established by the General Conference."

6. Procedure for submitting Bylaw proposals

PASSED

(This Procedure is located in the Bylaws book on page 26, beginning at line 26. It is not, however, a part of the Bylaws and is shown there as a convenience. Therefore, this proposed change requires only a majority vote for approval.)

Delete page 26, line 37 through page 27, line 3, which reads:

"All Bylaws proposals submitted to the Bylaws Committee shall be sponsored by a District Conference or a Fellowship Board, Committee or Commission."

and replace with:

"All Bylaws proposals submitted to the Bylaws Committee must be sponsored by the Board of Elders, General Council or a minimum of 33% of the District Conferences. Once the Bylaws proposal is submitted to the Bylaws Committee, the Bylaw proposal accompanied by a written opinion from the General Council will be placed on the agenda of the next General Conference."

BYLAW CHANGE PROPOSALS

General Conference XVII

23 to 30 July 1995

(1) Article V.A. (page 8, line 46)

PASSED

Sponsor: Board of Elders

Proposal: Add new subsection "3. When a District desires more flexibility with respect to Articles IV through X of these Bylaws, it can apply to the General Council which may grant that flexibility."

Other required changes to assure consistency:

Page 9, line 1, current #3 becomes #4

Page 9, line 7, current #4 becomes #5

Page 9, line 13, current #5 becomes #6

(2) Article V.C.1. (page 13, lines 36-46)

PASSED

Sponsor: Board of Elders

Current wording:

"Districts are those defined bodies which are created by the General Council and are accountable to the General Conference."

Proposal: "Districts are those defined bodies which are created by the Board of Elders in accordance with these Bylaws."

and add the following paragraphs to V.C.1.:

"(a) **CRITERIA:** The following are criteria for establishing District boundaries:

1. Districts may be international in their composition.
2. Districts need to have sufficient financial support both (a) to attract and ensure qualified and experienced full-time leadership that can promote growth and (b) to provide resources to the local churches.

3. Districts need to have a sufficient number of existing churches that are willing and able to assist in promoting growth and ministry in a District. Such churches are those with stable, effective pastoral leadership; strong lay leadership and ministry programs; and a sufficient financial and membership base to replicate leadership and support the nurture of new churches under the authority of the District.

4. Priority for District budgets shall be to provide for a full-time District Coordinator, sufficient administrative support, and sufficient funding to allow for travel by District officers, including meetings of the District Committee.

(b) **GEOGRAPHIC REVIEW BOARD:** The Geographic Review Board will be comprised of three members appointed by the Board of Elders and approved by the General Council.

(c) **CHANGES TO DISTRICT BOUNDARIES:** The following process shall be followed to effect any change in District boundaries:

1. Requests for District boundary changes may be initiated and reviewed by a District, two or more Districts, the General Council or the Board of Elders.

2. The Geographic Review Board will facilitate and service the process regarding any District boundary change.

3. The Geographic Review Board may recommend additional criteria by which District boundaries are set and criteria by which District boundaries are re-evaluated.

4. The Geographic Review Board shall facilitate a process to receive input from and consultation with Districts affected by any proposed boundary change.

5. Recommendations of the Geographic Review Board for changes in District boundaries will be submitted to the Board of Elders for approval following consultation with the General Council.

(3) Article V.C.2. (page 14, line 3)

PASSED

Sponsor: Board of Elders

Current wording: "...in an orderly manner."

Proposal: Add new sentence: "It shall have charge of all matters pertaining to Articles of Incorporation, all documents of legal organization, property, and finances of the District."

(4) Article V.C.3.a. (page 15, lines 2-15)

PASSED

Sponsor: Board of Elders

Current wording:

"(a) DISTRICT COORDINATOR: The District Coordinator shall be elected by the District Conference for a term of four (4) years and shall serve as a member of the General Council. The District shall be responsible for compensation to its District Coordinator. It shall be the duty of the District Coordinator to provide spiritual direction and guidance; to act as Moderator at all District Conferences; to represent the interests and perspectives of the District to the General Council; to represent the General Council within the District; to coordinate and administer the work of the District in achieving its purposes; and to assure, together with the District Committee, that every church within the District is supplied with a Pastor or other pastoral leadership. It shall be the right and duty of the District Coordinator, or any representative whom the District Coordinator may delegate, to visit all churches within the District. The District Coordinator shall also serve as the Chair of the District Committee."

Proposal: "(a) DISTRICT COORDINATOR.

1. MINISTRY: The District Coordinator shall be elected by the District Conference for a term of four (4) years and shall serve as a member of the General Council. The District shall be responsible for compensation to its District Coordinator.

2. REQUIREMENTS: It shall be the duty of the District Coordinator to provide spiritual direction and guidance; to act as Moderator at all District Conferences; to represent the interests and perspectives of the District to the General Council; to represent the General Council within the District; to coordinate and administer the work of the District in achieving its purposes; and to assure, together with the District Committee, that every church within the District is supplied with a Pastor or other pastoral leadership. It shall be the right and duty of the District Coordinator, or any

representative whom the District Coordinator may delegate, to visit all churches within the District. The District Coordinator shall also serve as the Chair of the District Committee.

3. **QUALIFICATION:** District Coordinators are those persons of "professed and demonstrated call to be professional Christian leaders who possess at least three years experience in the UFMCC and three years experience in successful organizational leadership and have the skills to work with local church and other district leadership."

(5) Article V.D.3. (page 18, line 4)
Sponsor: Board of Elders

PASSED

Proposal: Add at the end of paragraph: "It shall have charge of all matters pertaining to Articles of Incorporation, all documents of legal organization, property, and finances of the UFMCC.

(6) Article V.C.4. (page 18, lines 23-33)
Sponsor: Board of Elders

PASSED

Current wording:

"4. FELLOWSHIP PROGRAM AGENCIES: (i.e., Boards, Commissions, Committees and Institutions)...."

Proposal: Delete that section.

(7) Article V.D.5.g. (page 19, lines 27-32)
Sponsor: Board of Elders

PASSED

Current wording:

"(g) Approval of Districts: When sufficient criteria, as established by the General Council, are met, church bodies within a geographic area and jurisdiction may petition the Board of World Church Extension to become a District. The Board of World Church Extension will then forward such petition and its recommendation to the General Council for consideration."

Proposal: "(g) Approval of Districts: When sufficient criteria as established by the Board of Elders are met, church bodies within a geographic area and jurisdiction may petition the Board of World Church Extension to become a District. The Board of World Church Extension will then forward such petition and its recommendation to the Board of Elders for consideration."

Other required changes to assure consistency:

Article IX.B., Page 23, lines 19 and 20

Current wording: "The boundaries of the District are established by the General Council."

Proposed change: "The boundaries of the District are established by the Board of Elders."

(8) Article IX.A. (page 22, lines 34-35)
Sponsor: Board of Elders

DEFEATED

Current wording:

"For the purpose of the transaction of business the UFMCC will hold a Biennial General Conference beginning in 1977."

Proposal: "For the purpose of the transaction of business, the UFMCC will hold a Triennial General Conference beginning in 1997."

(9) Article IX.A. (page 22, lines 35-37)
Sponsor: Board of Elders

PASSED
as amended

Current wording:

"The time and place of this conference will preferably be determined and announced at the previous General Conference."

Amended proposal:

"1. World Jubilee. A World Jubilee will be held in conjunction with General Conference for the purpose of worship, celebration, education and training. Meetings of regional/country groups will be held as part of the Jubilee. The time and place of the World Jubilee/General Conference will be announced at the previous World Jubilee/General Conference."

Other required changes to assure consistency:

Bylaw Article V.A.4., page 9, line 8

Current wording: "General Conference"

Proposed change: "General Conference/World Jubilee"

Bylaw Article IX.A., page 23, lines 5-6

Current wording: "All special conferences..."

Proposed change: "Special General Conferences..."

Bylaw Article IX.B., page 23, line 16

Current wording: "General Conferences"

Proposed change: "World Jubilees"

Bylaw Article X.A., page 24, lines 24-25

Current wording: "General Conference"

Proposed change: "World Jubilee"

(10) Article XII.B. (page 26, lines 15-19)
Sponsor: Board of Elders

PASSED

Current wording:

"These Bylaws may be amended or repealed at any duly convened meeting of the General Conference. Such amendments or repeals can only be effective if two-thirds (2/3) of the duly authorized lay delegates and two-thirds (2/3) of the duly authorized clergy attending vote in favor of such amendments or repeals."

Proposal: "These Bylaws may be amended or repealed at any duly convened meeting of the General Conference, according to the procedures adopted by the General

Conference. Such amendments or repeals as presented by the Bylaws Committee can only be effective if two-thirds (2/3) of the duly authorized lay delegates and two-thirds (2/3) of the duly authorized clergy attending vote in favor of such amendments or repeals."

(11) Multiple articles

PASSED

Sponsor: Board of Elders

Current wording: "World Church Extension"

Proposal: Every place in UFMCC Bylaws the term World Church Extension is listed, change to "Ministry of Global Outreach."

(12) Multiple articles

PASSED

Sponsor: Board of Elders

Current wording: "Church Extension"

Proposal: Every place in UFMCC Bylaws the term Church Extension is listed, change to "Global Outreach."

(13) Article IV.A.2. (page 4, line 36 through page 5, line 38)

PASSED

Sponsor: Clergy Credentials and Concerns Committee

Proposal: To be deleted.

(14) Article IV.B.1.b. (page 6, lines 9-10)

PASSED

Sponsor: Clergy Credentials and Concerns Committee

Current wording: "Clergy Credentials and Concerns Committee"

Proposal: Replace with "the Steering Committee of the Board of Ordained Ministry"

(15) Article IV.B.1.b. (page 6, line 11)

PASSED

Sponsor: Clergy Credentials and Concerns Committee

Current wording: "General Conference"

Proposal: Replace with "General Council"

(16) Article IV.B.1.c. (page 6, lines 13-21)

PASSED

Sponsor: Clergy Credentials and Concerns Committee

as amended

Current wording:

"(c) CREDENTIALS: In accordance with procedures and standards established by the CCCC and subject to approval of the General Conference, credentials as clergy will be issued on a biennial or a lifetime basis. When candidates are initially licensed as clergy in the UFMCC their license shall be in effect for one (1) year. At the end of one (1) year, the newly licensed clergy person shall appear for review before the respective credentials

review committee. If the review is favorable, the clergy person shall then and thereafter be subject to relicensing on a two (2) year basis."

Amended proposal:

"(c) CREDENTIALS: The Chairs of the Board of Ordained Ministry shall meet prior to every General Conference to review the standards and requirements for the clergy of UFMCC. They will make recommendations for changes to the General Council.

Persons who have met the academic standards, completed at least one year of Candidacy with a Teaching Church, and have been approved by the B.O.M. may then be ordained. A person who is ordained cannot function as a UFMCC clergy person until s/he is licensed. A License to Practice shall be immediately issued upon notification of the B.O.M. that the person is entering an active, authorized, and accountable ministry. The License to Practice must be renewed annually by the B.O.M."

- (17) Article IV.B.1.d. (page 6, line 23 through page 7, line 21)**
Sponsor: Clergy Credentials and Concerns Committee

PASSED
as amended

Current wording: "Discipline," including subsections 1, 2 and 3.

Amended proposal:

"(d) DISCIPLINE: The UFMCC will not condone disloyalty, unbecoming conduct, or dereliction of duty. Procedures for discipline shall be developed by the Steering Committee of the Board of Ordained Ministry and approved by a majority vote of the General Council. These procedures shall be included as an addendum to the UFMCC Bylaws."

- (18) Article IV.B.2. (page 7, line 23 through page 8, line 30)**
Sponsor: Clergy Credentials and Concerns Committee

PASSED

Current wording: "Student Clergy" and all subsections.

Proposal: To be deleted.

- (19) Article V.B.2 (page 9, lines 28-33)**
Sponsor: Clergy Credentials and Concerns Committee

PASSED

Current wording:

"(2) PASTOR: The Pastor is that person elected by a local church congregation to be responsible for the duties of teacher, preacher, and spiritual leader. The Pastor of a commissioned church or a Pastor who is not credentialed clergy in the UFMCC must be approved by the District Coordinator and the District Committee/Coordinator of the Ministry of Global Outreach."

Proposal: "(2) PASTOR: The Pastor is a duly ordained clergy person who has been licensed to practice. Though there are a variety of pastoral roles, in a local congregation the pastor is elected to be responsible for the duties of teacher, preacher, and spiritual leader. If no duly credentialed UFMCC clergy person is available, an Interim Pastoral Leader may be appointed annually by the District Coordinator and

the District Committee/Administrator of the Ministry of Global Outreach. All pastors of non-chartered churches must be approved by the District Coordinator and District Committee/Administrator of the Ministry of Global Outreach. All UFMCC churches are led by pastors or interim pastoral leaders.

(20) Article V.B.2.a. (page 9, lines 36-40)

PASSED

Sponsor: Clergy Credentials and Concerns Committee

Current wording:

"(a) **QUALIFICATIONS AND DUTIES:** Pastors must be credentialed clergy in the UFMCC unless an exception is made by the District Committee/Board of Church Extension. Those persons approved by the District Committee/Board of World Church Extension to serve as Pastor must be members in good standing of a local church and will be held accountable by the District Committee/Board of World Church Extension.

Proposal: Delete beginning with the words "unless an exception..."; so that the sentence shall read: "Pastors must be credentialed clergy in the UFMCC."

(21) Article V.D.4. (page 18, line 25)

OUT OF ORDER

(This proposal is out of order because of passage of Bylaw proposal #6)

Sponsor: Clergy Credentials and Concerns Committee

Current wording:

"The following must be standing program agencies of this Fellowship: The Clergy Credentials and Concerns Committee; the Fellowship Bylaws Committee;..."

Proposal: Delete "Clergy Credentials and Concerns Committee."

(22) Article IX.A. (page 22, line 44)

PASSED

Sponsor: Clergy Credentials and Concerns Committee

as amended

Current wording:

"...delegates, lay pastors, lay Elders, lay District Coordinators..."

Amended proposal:

Delete "lay pastors," so that the sentence will read: "...delegates, interim pastoral leaders, lay Elders, lay District Coordinators..."

(23) Article IX.a. (page 23, line 2)

PASSED

Sponsor: Clergy Credentials and Concerns Committee

as amended

Current wording:

"...(inclusive of lay Elders, lay District Coordinators and lay Pastors),..."

Amended proposal:

Delete "lay pastors," so that the sentence will read: "... (inclusive of lay Elders, lay District Coordinators, and interim pastoral leaders),..."

(24) Article V.B.4. (page 12, line 46)

DEFEATED

Sponsor: European District

Current wording:

"..., representation of the congregation at General and District Conferences."

Proposal: "The Lay Delegate(s) of each church shall call a meeting of the congregation before each District and General Conference. No person with their own personal vote will attend these meetings, unless specifically invited by the Lay Delegate(s) to do so and that decision must be ratified by the lay members present."

(25) Article V.D.2.b. (page 17, lines 5-10)

DEFEATED

Sponsor: Southeast District

Current wording:

"The election shall be held no less than 2 days after nomination. The term of office for a member of the Board of Elders will be 4 years; except for The Rev. Elder Troy D. Perry, whose term on the Board of Elders extends for the duration of his life, unless he chooses to resign or is removed according to Article V.D.2.d."

Proposal: Add "Newly elected Elders will be limited to two (2) consecutive terms."

(26) Article V.D.3. (page 18, lines 1-4)

PASSED

Sponsor: Northwest District

Current wording:

"3. GENERAL COUNCIL: The General Council of the UFMCC is that body authorized by the General Conference to carry on the administrative affairs of the UFMCC between General Conferences in an orderly manner and is composed of the Board of Elders and all District Coordinators."

Proposal: "3. GENERAL COUNCIL: The General Council of the UFMCC is that body authorized by the General Conference to carry on the administrative affairs of the UFMCC between General Conferences in an orderly manner and is composed of the Board of Elders and all District Coordinators. If the District Coordinator is unable to attend, an Assistant District Coordinator may represent the District."

(27) Article V.D.4. (page 18, line 27)

OUT OF ORDER

Sponsor: Samaritan (This proposal is out of order because of passage of Bylaw proposal #6)

Current wording: "Samaritan College"

Proposal: "Samaritan Institute for Religious Studies"

Sponsor: Great Lakes District

(This proposal is out of order because of passage of Bylaw proposal #6)

Current wording:

"4. FELLOWSHIP PROGRAM AGENCIES: (i.e., Boards, Commissions, Committees and Institutions). The following must be standing program agencies of this Fellowship: The Clergy Credentials and Concerns Committee; the Fellowship Bylaws Committee; the Commission on the Laity; Samaritan College; Department of People of Colors; the Board of World Church Extension; the Commission on Faith, Fellowship and Order; The Elders' Nominating Committee; and any National/Regional Board of Pensions. Fellowship program agencies may only be called into existence by either the General Conference or the General Council. All Fellowship program agencies are accountable to the General Conference through the General Council."

Proposal: "4. FELLOWSHIP PROGRAM AGENCIES: (i.e., Boards, Commissions, Committees and Institutions). The following must be standing program agencies of this Fellowship: The Clergy Credentials and Concerns Committee; the Fellowship Bylaws Committee; the Commission on the Laity; Department of People of Colors; the Commission on Faith, Fellowship and Order; and The Elders' Nominating Committee. Fellowship program agencies may only be called into existence by either the General Conference or the General Council. All Fellowship program agencies are accountable to the General Conference through the General Council."

(29) Article IX.A. (page 22, lines 42-45)

PASSED

Sponsor: Mid-Central District

Current wording:

"The transaction of all business except procedural matters must be approved by a separate majority vote of the votes carried by lay delegates, lay pastors, lay Elders, lay District Coordinators and lay Coordinators of Church Extension;...."

Proposal: "The transaction of all business except procedural matters must be approved by a separate majority vote of the votes carried by lay delegates, Interim Pastoral Leaders, lay Elders, lay District Coordinators, lay Coordinators of Church Extension and the chair of the Commission on the Laity;...."

(30) Article IX.A. (page 23, lines 3-5)

DEFEATED

Sponsor: South Central District

Current wording:

"No proxy and/or absentee ballots shall be allowed in any business meeting of this Fellowship, except where specifically provided for in these Bylaws."

Proposal: "At each General Conference, licensed or ordained UFMCC clergy may assign their proxy, by written documentation, to another licensed or ordained UFMCC clergy person who will be attending that Conference and who resides in the same District or World Church Extension Area. No clergy person attending the Conference may carry more than one proxy vote. Duly-elected Lay Delegates may assign their proxy, by written documentation, to another duly-elected Lay Delegate

who will be attending that Conference and who resides in the same District or World Church Extension Area, and in accordance with provisions to be determined by each District Conference/Board of World Church Extension Policy. No Lay Delegate may carry more than one proxy vote. Proxy votes shall be valid only at the business meeting of that General Conference."

(31) Article IX.A. (page 26, lines 21-24)
Sponsor: Mid-Central District

PASSED

Current wording:

"COMPLIANCE WITH NATIONAL LAWS: If UFMCC Bylaws are not in compliance with national laws, the General Council may approve revisions to these Bylaws applicable to church bodies within such national boundaries."

Proposal: "If UFMCC Bylaws are inconsistent with laws of any nation or other jurisdiction in which a local church body or a District is organized, the General Council may allow the Bylaws or other organizational documents to contain variances with these Bylaws to facilitate compliance of the local church body with such laws."

Other required changes to assure consistency:

Bylaws Article IX.C. (page 24, line 7)

Proposed change: After "...in the previous sentence." add the following sentence: "The required minimum percentage of signatures of members in good standing may be adjusted by the General Council when the laws of a local jurisdiction require a variance."

(32) Article V.D.2.b. (page 16, lines 41-45)
Sponsor: Board of Elders

PASSED

Current wording:

"(b) REQUIREMENTS: A Nominations Committee composed of one (1) member of the laity and one (1) member of the clergy from each District elected respectively by the lay delegates and the clergy at the District Conference immediately following the General Conference shall receive and review any and all nominations for the position of Elder."

Proposal: "(b) REQUIRMENTS: At General Council meetings immediately following General Conference, the Board of Elders, subject to General Council approval, will appoint the Elders' Nominating Committee which will consist of the Chair, and one Clergyperson and one Lay person. This committee shall receive and review any and all nominations for the position of Elder."

BINDING RESOLUTIONS

GENERAL CONFERENCE XVII

23 to 30 July 1995

(1) Sponsor: Southwest District Conference

OUT OF ORDER

Ruled out of order by the Moderator and affirmed by the General Conference due to its potential financial impact on local churches, districts and UFMCC.

WHEREAS, the Gospel of Jesus is a call to all who would follow to welcome all people to the table when he said, "Whatsoever you do to the least among you, that you also do unto me." (Matt. 25:40);

WHEREAS, it is affirmed in the Bylaws of UFMCC that all people are called to be in ministry, commonly called the "priesthood of all believers." (1 Peter 2:5-10);

WHEREAS, it is decreed in the Bylaws of UFMCC, Article IV, "that all people shall have equal access and opportunity which is free from discrimination on grounds of gender, sexual orientation, race, age, physical challenge, HIV status, health status, gender identification, nationality, or economic status in terms of 1) employment and personnel procedures, and 2) service delivery -- all that we do";

THEREFORE, BE IT RESOLVED that it shall be the policy of the Universal Fellowship of Metropolitan Community Churches that all churches, services, offices, meeting places, conventions, workshops, forums, and conferences be declared barrier-free. When fully implemented, no person, member, friend or foe shall be prevented from full participation in the ministry of this church.

(2) Sponsor: Mid-Atlantic District

FAILED

WHEREAS, the 1997 General Conference is scheduled to be held in Australia and,

WHEREAS, the cost of airfare alone is \$1500 from the Washington/Baltimore area (as of November 10, 1994) and,

WHEREAS, we are charged to be stewards of the resources God has entrusted to our care and,

WHEREAS, our evangelism dollars are insufficient to carry the good news of the Gospel of Jesus Christ to those in our communities in need of The Message and,

WHEREAS, many of our clergy throughout the Fellowship are not paid wages that are a reflection of their education, training, experience, and professionalism,

BE IT RESOLVED that the will of the Mid-Atlantic District is that the Board of Elders, General Council, and the 1995 General Conference reconsider the motion that was passed at General Conference 1993 for the 1997 General Conference to be held in Australia.

(3) Sponsor: European District

**PASSED
as amended**

BECAUSE, the UFMCC welcomes and affirms many different models of clerical ministry (i.e., Senior Pastor, Clergy on Staff, Assistant/Associate Pastor, Chaplaincy work, administrative work, work in Special Ministries, etc.);
AND BECAUSE, none of the Churches or Special Works in the European District can currently afford to pay a realistic full time stipend for their pastor/clergy;
AND BECAUSE, this financial position of the European Churches means that our clergy have to try and seek work in secular fields either on a full or part time basis;
AND BECAUSE, the health and well being of both clergy and churches will be adversely affected if the Fellowship keeps increasing the number of hours needed to maintain active clerical status, as clergy are forced to find additional sources of income;
WE THEREFORE RESOLVE, that the minimum of 15 hours per week be subject to alteration for the differently abled and those living with catastrophic illnesses.

(4) Sponsor: European District

FAILED

WE RESOLVE that it shall be permissible for any binding resolutions ruled out of order at General Conference for technical reasons to be resubmitted as non-binding resolutions to allow discussion on the subject.

Non-Binding Resolutions

General Conference XVII, July 1995

(1) **SPONSORED BY: The Women's Secretariat**

PASSED

RESOLUTION:

WHEREAS, The Hebrew Scripture witnesses to God's protection of a migrant people: "I will bring you up out of the affliction of Egypt to...a land flowing with milk and honey (Exodus 3:17)";

WHEREAS, The Gospel of Christ proclaims the basic rights of all persons to health, wholeness, and holiness: "Whenever you refused to help one of these...you refused to help me (Matthew 25:45)";

WHEREAS, European-Americans recognize that they themselves immigrated without seeking permission of the peoples already living in the Americas;

WHEREAS, Political proposals are rising that would limit the numbers of residents of the USA who can receive publicly funded services;

WHEREAS, One such law, Proposition 187, was approved in 1994 and is currently being challenged in the judicial system;

WHEREAS, The passage of Proposition 187 in California has resulted in increased harrassment of people of color, whether immigrant or native-born, whether citizens of other nations or citizens of the USA;

WHEREAS, The denial or perceived denial of health-care services in California, due to Proposition 187, is likely to result in increased mortality of women and children of color from complications due to AIDS;

WHEREAS, No human being, made in the image of God, is illegal;

THEREFORE, BE IT RESOLVED, that the UFMCC strongly endorses the rights of all peoples of the world to migrate for economic political or other reasons;

that the UFMCC recognizes a conflict between California Proposition 187 and the authority to which the church answers, and exhorts its members to answer to the higher authority, in regard to this law or similar laws;

that the UFMCC is on record as opposing any similar legislation that would deny human rights, or human services, to any people based on their national origin or country of citizenship;

that the UFMCC effectively communicate this position in its ecumenical and justice activities;

that these principles be communicated to every UFMCC church, work, and ministry.

(2) **SPONSORED BY: The Women's Secretariat**

PASSED

RESOLUTION:

WHEREAS, The UFMCC is a spiritual community of many countries; and

WHEREAS, in a number of these countries there is great distance between congregations, and

WHEREAS, Many of these congregations are small in number; and

WHEREAS, A feeling of isolation may develop;

THEREFORE, BE IT RESOLVED, That UFMCC reaffirm a commitment to providing a system of regular communication and contact with people pastoring in geographically isolated areas.

(3) SPONSORED BY: The Women's Secretariat

PASSED

RESOLUTION:

WHEREAS, There has been energy devoted within UFMCC to confront racism and sexism; and
WHEREAS, The need for ongoing and increased work in these areas is acknowledged; and
WHEREAS, The UFMCC's stated commitment is to the whole body of Christ;
THEREFORE, BE IT RESOLVED, That UFMCC devote increased energy into looking at the issues of class, physical ability, age, and the power differential between laity and clergy; and that we challenge ourselves to equalize the inequalities in all these areas.

(4) SPONSORED BY: The Women's Secretariat

PASSED

RESOLUTION:

WHEREAS, At the 1993 General Conference, significant feedback was given asking for the translating of UFMCC Resources; and
WHEREAS, General Council has since made a commitment to establishing a Translation Fund and has made inroads into translating UFMCC resources;
THEREFORE BE IT RESOLVED, That The Women's Secretariat commends General Council for listening to the voice of General Conference on this matter; and
That The Women's Secretariat encourages General Council's ongoing efforts in this important area.

(5) SPONSORED BY: The Women's Secretariat

PASSED

RESOLUTION:

WHEREAS, The UFMCC is a spiritual community striving to be truly global; and
WHEREAS, The UFMCC has churches in other countries with members who should have access to General Conference; and
WHEREAS, There are women involved in and leading ministries in all of the countries which have an MCC;
THEREFORE, BE IT RESOLVED, That The Women's Secretariat affirms the decision of the 1993 General Conference to hold the 1997 General Conference in Sydney, Australia.

(6) SPONSORED BY: The Women's Secretariat

PASSED

RESOLUTION:

WHEREAS, The word of God calls us to a ministry of justice: "Let justice roll down like waters, and righteousness like an ever-flowing stream (Amos 5:24); "Is not this the fast that I choose: to loose the bonds of injustice, to undo the thongs of the yoke, to let the oppressed go free, and to break every yoke? (Isaiah 58:6-7)"

(6) Continued...

WHEREAS, The word of God in the Christian Scriptures tells us that "[God] has filled the hungry with good things, and sent the rich away with empty hands (Luke 1:53);" "for Creation stands on tiptoe, eagerly awaiting the children of God coming into their own (Romans 8:19);"

WHEREAS, Affirmative action is the attempt to redress injustices based on class, race, and gender, by which some groups have enjoyed special privilege, and to recognize the talents and competence of persons of colors and women by intentionally working towards their advancement;

WHEREAS, It is being suggested in the national debate of the USA that the principles of affirmative action are outmoded and unnecessary;

WHEREAS, The Regents of the University of California, USA have acted to eliminate programs of affirmative action;

WHEREAS, Political and economic privilege in US society are still based on advantages of class, race, and gender;

WHEREAS, The principles of Christian salvation, Christian community, and Christian social action call us to work for justice;

THEREFORE, BE IT RESOLVED, that the UFMCC endorses the principles of affirmative action;

that the UFMCC commits itself to using its influence in US society, and in coalitions with other groups, towards the continuation of affirmative action;

that any and all appropriate UFMCC ministries be directed to respond promptly to efforts to reverse affirmative action at the national and local levels;

that the UFMCC re-commits itself to teach and to practice principles of affirmative action in all UFMCC activities;

that a position statement expressing these principles be widely circulated in MCC's in all affected areas.

(7) **SPONSORED BY: The Gulf Lower Atlantic District**

PASSED

RESOLUTION:

WHEREAS, The UFMCC is the largest organization in the world serving the Lesbian, Gay Male, Bisexual and Transgendered Community, UFMCC Churches have access to a very large number of persons who are hurting or are in trouble. It is estimated that alcohol and other drug problems affect 30-40% of all Gay Men, Lesbians, Bisexuals and Transgendered persons, as opposed to the 10-12% that are affected in the general population.

UFMCC can offer such persons God's love and compassion, acceptance and healing for both the afflicted and the affected. The church has the opportunity to educate its people and to shape public opinion.

BE IT RESOLVED, that UFMCC's unique role is that of a catalyst, a motivator to stimulate and to challenge caring persons to examine our community's critical issues from a spiritual and moral, as opposed to moralistic, perspective.

(7) Continued...

BE IT FURTHER RESOLVED, that UFMCC is the major body in our community whose purpose is to help people deal with their spiritual needs, their needs to find welcome and acceptance, to find wholeness, self-worth, reconciliation and guidance for living. Everywhere and always, UFMCC works to support the values that make our community strong. Clergy and laity define the unique role of the church by their faithful action to revive hope in the arenas of community and personal life.

As a denomination, UFMCC has a moral obligation to bring together a collective knowledge of positive church responses to alcohol and other drug-related issues. UFMCC also has the moral obligation to offer ideas, principles, experience and guidance to assist those who strive to reduce and prevent the personal and social cost of, destructive alcohol and other drug dependency.

As a Fellowship, we urge all churches to develop plans and build appropriate responses to the needs in their particular places.

UFMCC shall provide encouragement to church leaders to understand more fully that alcoholism or other drug addiction is more than just harmful involvement with a chemical. UFMCC has a stake in dealing with alcohol and other drug-related problems. The problems are of such importance and complexity that our efforts require cooperation and collaboration in order to be effective. The task of UFMCC is to help our community make the changes that enable persons to have life and to live it abundantly.

(8) **SPONSORED BY: Legible signatures from 128 Delegates**

PASSED

RESOLUTION:

We, the undersigned support the inclusion of the following resolution into the agenda of the 17th General Conference of the Universal Fellowship of Metropolitan Community Churches meeting in Atlanta, GA July 23-30, 1995.

To Wit:

WHEREAS the People of the State of Maine will be voting on a referendum in November of 1995 entitled AN ACT TO LIMIT PROTECTED CLASSES UNDER MAINE LAW, and

WHEREAS, that Act effectively excludes the gay, lesbian, bisexual, and transgendering community from the basic civil rights that protect them from discrimination in housing, employment, credit, and public accommodations, and

WHEREAS, that same Act binds the State of Maine from extending such protections in the future, and eliminating any state or local laws extending such protections which currently exist and

(8) Continued...

WHEREAS, this Act directly affects our brothers and sisters of our two New Works in the State of Maine, those being Northern Lights Metropolitan Community Church of Augusta, and Circle of Hope Metropolitan Community Church of Portland, and

WHEREAS, the UFMCC has historically raised strong voice in opposition to oppression and discrimination in all forms.

BE IT RESOLVED, that the 17th General Conference of the Universal Fellowship of Metropolitan Community Churches, meeting July 23-30, 1995 in Atlanta, GA, stands in clear solidarity with our churches and other people of conscience in the fight against the enactment of AN ACT TO LIMIT PROTECTED CLASSES UNDER MAINE LAW and that copies of this Resolution be sent to Governor Angus King, the Maine Council of Churches, The Religious Coalition Against Discrimination, and Maine Won't Discriminate, and that it be broadly and generally distributed among the People of the great State of Maine.

Awards

General Conference XVII

John H. Hose Award for dedicated, faithful service

Rev. David Farrell for faithfully pastoring for 21 years and building a solid foundation for our local church in San Diego, CA

Rev. Elder Charlie Arehart for faithfully pastoring for 21 years and building a solid foundation for our local church in Denver, CO

Rev. Elder Freda Smith for faithfully pastoring for 21 years and building a solid foundation for our local church in Sacramento, CA

Kerry Brown Award for distinguished lay leadership

Dr. Tom Reveley for his dedication in serving the UFMCC at all levels of our denomination for over 20 years

Purple Grass Award for excellence in evangelism

Marsha Stevens for her dedication in carrying the Good News of Jesus Christ through song and evangelism

Founders Awards

EXCEL, International for their dedication in teaching our membership these 20 years what it means to be a Christian. Given not only by the Founder, but also the Universal Fellowship of Metropolitan Community Churches, with deep gratitude

Edith Allen Perry Award

Mrs. Joan Storey for unconditionally loving her daughter and being a part of the ministry of North London MCC, U.K., which her daughter pastors

Human Rights Award

Amnesty, International for their work in human rights worldwide, the only voice that prisoners of conscience have, including gays, lesbians, bisexual and transgendered persons

Phoenix Award for leadership in Church renewal

Rev. Bonnie Daniel and New Spirit MCC-Cincinnati, OH

Distinguished Service Awards

Rev. Bob Darst and New Life MCC-Charlotte, NC for showing Christian love in the face of hostility from their neighbors

MCC-Huntsville, AL for showing Christian love in the face of hostility from their neighbors

Rev. Dr. Mel White for his courage and convictions in facing the religious right

Rev. Pat Bumgardner and MCC-New York for their work on Stonewall 25

Rev. Tyrone Sweeting for his work in defeating the anti-gay/lesbian Idaho initiative

Frank Zerilli for 20 years of faithful dedicated service to Rev. Perry & UFMCC

Rev. Brent Hawkes for opening the political system in Canada to gays & lesbians as a means of demonstrating Christian Social Action

Rev. Dusty Pruitt for pioneering work with the U.S. military

Rev. Gillian Storey for providing visionary leadership in her church as well as the European District and for founding a special work to provide preaching, worship leading and celebrating skills to churches in need of respite care

Rev. Kittredge Cherry for her work in international Ecumenical relations and for planning and executing the "Hands Around The God Box" demonstration at Stonewall 25

In Appreciation Awards

Rev. Mike Piazza for his work on CCCC

Bernie Barbour for his work on DPOC

JoNee Shelton for her work on COL

Rev. Sue Mabey for her work on CCCC

Outstanding Achievement Awards for World Church Extension

Rev. Lou Kavar for serving as Executive Director of WCE

Rev. Tomas Garcia for his leadership as Coordinator of Church Extension for Mexico and Central America

Rev. Grant Ford for his leadership in helping root our churches in the Dominican Republic in the faith of Jesus Christ

World Community Builders for their work in Mexico and in the Dominican Republic

Special Awards

MCC-Detroit for feeding 1500+ every Christmas Day for the past 21 years

Leon Hampton for his dedicated work with the Board of Pensions

George Padilla for his work as Chair of the FOR Fund

Mike Dively for his work as Chair of the Board of Trustees of Samaritan College

Rev. Ed Paul for assisting our Church in the Philippines in their search for leadership

Rev. June Norris who proved that heterosexuals can be a vital part of the UFMCC and for serving in the ministry for over 20 years before her retirement

Sylvia Hodgins for her dedicated work as a layperson in serving on the Board of the Dallas Church, the District Committee of the South Central District and serving on numerous commissions of our denomination

Rev. Wendy Foxworth for serving as Chair of ETFSS with gratitude from the Board of Elders

Rev. Don Mence, a Presbyterian Minister, for helping found MCC in New Zealand and for his continued support of the UFMCC

South Central District Commission on the Laity for their annual Heartwings Conference dedicated to developing lay leadership

Chuck Harvey for his distinguished work in the Northwest District as the Assistant District Coordinator, and as the former Chairperson of the Commission on the Laity.

Rev. Carol West for giving us a new model for helping churches in need of interim pastors while they do a pastoral search

First MCC Atlanta, All Saints MCC Atlanta and Christ Covenant MCC Stone Mountain for all the help in planning General Conference XVII

Farley Peterson for faithful dedicated service at UFMCC International Offices

Rev. Richard Mickley for beginning our work in the Philippines

Rev. and Mrs. Paul Sherry for their work for gays and lesbians in the United Church of Christ. **Marietta Interfaith Alliance** in Cobb County Georgia, for their work in the face of bigotry.

Rev. Jay Neely in appreciation as Coordinator of the host District of General Conference XVII
Beverly Manning in appreciation for special skills and volunteer at General Conference XVII

**A PROPHECY TO THE UNIVERSAL FELLOWSHIP OF
METROPOLITAN COMMUNITY CHURCHES
DELIVERED AT THE CLOSE OF GENERAL CONFERENCE XVII BUSINESS
ON JULY 28,1995
BY REV. LEE J. CARLTON OF CHOSEN GENERATION MINISTRIES**

Thus says the Lord, "Lift me up an ensign that it might be displayed because of the truth. And this sign (Chi Rho) shall every woman, man, boy, girl and spiritual child of yours lift up; even the sign of Jesus the Christ from their hearts! And let not one of them say, we have cleansed ourselves. For it is through the pouring out of my blood and by the power of my Holy Spirit that I do sanctify for me a new people.

For I have called you out of darkness into light, and this is the day of your salvation and this is the day of your healing. And this is the day, this is the hour in which you shall know that you are a chosen generation. This is the time when you shall experience and see with your own eyes, that which many generations have called upon me for. Many eyes have longed to see what you now see.

You have laid to rest your brothers and you have mourned, but I AM the God of Comfort, and I comfort you. Did I not say that I will not leave you alone nor shall I leave you comfortless, but I shall send you another comforter; even the gift of my Holy Spirit? Yes, my Spirit shall rest upon you and shall be a seal upon your forehead, and you shall know that I AM God. And, although tongues shall rise against you in judgement, yet you shall condemn them by your righteous life.

For this is the heritage of the servants of the Lord, whom I have created for Myself and brought forth upon this planet, in this day: that I may demonstrate that I AM your Sovereign God. For I have fed you from My breast. Yes, with the sincere milk of My Word do I feed you. So shall I obtain for me a new people who have become through many trials, yea even a new generation. And I shall show forth upon this planet the day of my rainbow. And I shall show forth upon this planet all of the radiance of my divine and vibrating colors, and no one shall hurt or destroy My people anymore, for they are the sheep of My flock.

Yes, I shall lay your foundations with rainbow jeweled stones reflecting my light, chosen and precious in My sight; even the lively stones for the building up of My temple. You shall be a living Temple of Praise unto my glory.

Yes, with your righteous life shall you silence the words of your critics and accusers. With the gifts of your hands, with the generosity of your hearts shall you minister to those who are hungry and thirsty for the bread and water of life and the bread and water of physical need. And you shall remember that I AM the Bread of Life and I AM the Living Water. With your hands you shall become My hands and with your feet you shall go where I say go. See if I do not direct.

Resist me to your peril, says the Sovereign God, for obedience is better than all thy sacrifices. Will you continue to wallow in that which you came from? Would you continue to walk in the lusts of yesterday? Will you now leave behind you that wherein ye have already journeyed? Why go ye again around the same mountain? For you have passed this way long ago. When will you take courage and follow Me? Is now the day? I say unto you, now is the day of salvation. And I say to you, now has light come near you and this light removes all darkness from you; so you shall not be held faultless for walking in the

darkness. And if you choose to walk in darkness, you shall surely stumble and fall. But light has come near you and you have seen it with your own eyes, and it shall be for a witness for you in this community. So you may now say to your community, 'Come and see!' And to your critics, 'Come and see or silence thy mouth.'

Yes, come and see, says the Sovereign God, that which I will do among you in this place (time) if you be not faithless but believing; for you are My chosen and beloved. Have you not read, have you not heard how I deal with My chosen Israel? Shall I not then deal justly with you also? Know, you are my people and I will have for Me none other but mine.

Are you mine? Then draw near to me with your heart. Walk in My love. Walk in My love. Live in My love. For by this shall all know that you are my disciples. The distinguishing mark of all those who call themselves by My Name is My love and you will walk in My love, for I will burn the fire of the zeal for My love within your hearts and no one, no man, no woman, shall ever take it from you.

And with that love in your heart shall ye do exploits for Me. For the compassion which I have in My heart shall now be formed within your hearts. Compassion. When you see your sister and you see your brother, you will know. Then you will recognize Me in their faces and you will hear Me say to you no, matter how quiet My voice, This which you do for the least of these, you will do for Me. Therein will everyone in this community know that this is a House of Prayer for All Peoples and that these are the people of God. Do this thing. Not for your glory. Do this thing for me and I shall lift you up. Yes, and I shall cause your steeple to rise higher and higher! And others shall say, this is a holy place and these are a holy people, for God has taken them from nothing and has made them a new people. God has brought them this far by the power of God's Spirit and by God's Word.

Have you not come this far by faith? Then release your faith to believe for just a little more. Great is My faithfulness! Shall I say in that day, great has been your faith, My children? Enter into the joys which have been prepared for you before the foundation of the world. Do you care that women and men shall say unto you, you do well? Would you not rather hear My voice say, Well done, good and faithful servant? Yes, I AM faithful. For I will form you in My likeness and there shall be none sick among you. Did I not care for Israel over forty years, and never did her shoes wear out nor her clothes become threadbare? For forty years I walked with her in the wilderness, even while the scoffers and doubters desired for the garlic of Egypt.

Yet I kept urging the remnant of My people onward, saying, Look for the future, look to the promised land. For the day which has passed, is past! I AM a God who goes forward! I AM a God who runs onward! And I lead My people in ways of righteousness even as I led David beside still waters. And what righteous thing is it that you should be perfected in My image and in My likeness? It is through My righteousness. For that which I create was never at fault. I create perfectly, says the Sovereign God. I create perfectly. Cast no doubt then upon My creation and question not within your heart, 'What is this new thing that God will do?' Stand still, and see the salvation of the Lord your Sovereign God and then move forward in step with Me, for I Am not bound by time and I AM not bound by the traditions of human beings, neither am I bound by their languages or their customs. For I say unto you, all cultures shall pass away, however glorious they may appear. For generation after generation, only My Word remains true and only My Name shall be remembered, says your Sovereign God."

The UFMCC Credentialling Process (Approved July 1995)

Preface

In 1987, General Conference XII completely restructured the credentialling process for the denomination. That new system brought us a greater sense of order, structure, and objectivity. We owe a great debt of gratitude to those faithful leaders who developed and implemented that structure. The time has come for us to review our present system and modify it for the future. The new credentialling process should be shaped in such a way that it anticipates the growth and development of the denomination for the next century. There have been a number of developments that shaped this proposal, and prompted the Clergy Credentials and Concerns Committee to put it forward at this time.

1. This new system is meant to compliment and support the restructuring work of the General Council and the Elder's Task Force on Structures and Systems. It is obvious that we must move toward strengthening the role of the Districts in empowering the ministry of the local church.
2. Over the past five years our current system has evolved and become so cumbersome that it is interfering with our recruiting and training competent clergy.
3. Although we have never adopted a "Theology of Ministry", it is our desire that the credentialling process better reflect the Fellowship's consensus that:
 - ✧ All people are ministers of God.
 - ✧ Pastors are uniquely called and trained to equip the people of God for ministry.
 - ✧ Ordination is the rite by which we consecrate and designate those called and qualified to life-time ministry as a pastor.
4. The final factor necessitating this change is the dramatic increase of law suits against churches and clergy in our society. Although we have always sought to insure the highest caliber of clergy, we now have new legal obligations for hiring and supervising those we designate as pastors.

Currently the UFMCC is the only denomination we have been able to identify in which the denominational office assumes the total authority and responsibility for issuing credentials. In every other denomination we examined, credentials are issued by a diocese, district, synod, local church, or regional conference. These bodies are closer to the local situation in most cases and have a greater opportunity to know the candidate and insure proper training and supervision. The reality is that currently the District Clergy Review Committee is the body who actually makes the decision. The C.C.C.C. has generally rubber-stamped that decision without any examination of it. That act of rubber-stamping, however, has the possibility of creating a liability that could endanger the entire Fellowship. This new process simply gives the Districts the authority to support the responsibility they have had all along.

Glossary of Terms in the Credentialling Process

35 In the credentialling process you will encounter terms that may be new to you. They are explained in greater
36 detail in the document, but the following glossary of new terms might help:

37 **Board of Ordained Ministry (B.O.M.):** In each District this is the group who conducts interviews
38 and issues credentials. The Chairs of each B.O.M. will constitute the Steering Committee.

39 **Director of Clergy Development:** The Director will chair the Steering Committee and will be a full-
40 time employee of the Fellowship. Her/his chief purpose is to facilitate the development of the most
41 fully functional clergy possible. S/he will assist churches and District Coordinators in their search for
42 pastors, assist transfer clergy to make the transition to UFMCC, and work with each Board of
43 Ordained Ministry to develop programs for training and recruiting clergy for their District. S/he will
44 provide ongoing support, resources, and educational opportunities for current clergy.

45 **Formation:** The initial period during which one examines her/his call and completes her/his
46 education.

47 **Candidacy:** Following Formation, the Candidacy period is an internship during which a candidate
48 completes the experiential training with a Supervising Clergy and a Teaching Church.

49 **Ordination:** In the UFMCC ordination is the rite by which we consecrate persons to a lifetime of
50 pastoral ministry.

51 **License:** In this process a person is ordained after s/he has been trained and approved. S/he is not
52 granted a license to practice until s/he is called to a ministry. This is a License to Practice.

53 **Teaching Church:** Each District will determine the standards for churches that are approved to train
54 future clergy. These churches will need to have the resources to provide adequate training,
55 supervision, and screening of Candidates.

56 **Supervising Clergy:** Each District will also establish standards for clergy who supervise Candidates.
57 Supervising Clergy should have a strong education, a good performance record, and be willing to
58 commit the time required.

59 **Pastor:** In the UFMCC the term *pastor* refers to a duly ordained clergyperson who has been licensed
60 to practice.

61 **Advisor:** A clergyperson who is the student's spiritual and vocational advisor. This will usually be
62 her/his pastor.

63 **Active, Authorized, Accountable Ministry:** Active ministry requires that the person be able to
64 document at least fifteen hours per week spent in pastoral ministry. Such a ministry must be
65 authorized by and accountable to a Board of Directors, District Committee, or the Board of Elders.

66

The Credentialling Institutions

67 In addition to the teaching church and supervising clergy, there are two agencies responsible for the
68 credentialling process:

69 **The Board of Ordained Ministry:**

70 The Board of Ordained Ministry (replacing the Clergy Credentials and Concerns Committee and the District
71 Clergy Review Committee) sets standards for the teaching churches and supervising pastors and issues
72 credentials. In each District the B.O.M. is comprised of a Chair and Vice-Chair, who are pastors appointed
73 by the District Committee, and at least five members who are appointed or elected in each District (or region,
74 if a District is too small). Minimum educational standards for ordination are established by the Steering

Committee and approved by the General Council. Each District must determine procedures for background checks, interviews, and appeals.

The chairs of each District B.O.M. will meet at least every biennium as the Steering Committee to review Fellowship-wide standards and policy. This review would include issuing guidelines for basic standards and procedures for the District judiciary process. The Steering Committee will be chaired by the Director of Clergy Development.

For the purpose of clergy credentialling the Ministry of Global Outreach will function as an independent District, and may constitute their own B.O.M. as needed. Their standards and procedures must also be approved by the Steering Committee of the B.O.M. It may be that the Teaching Church and Supervising Pastor may be located outside the Ministry of Global Outreach Area.

Samaritan Institute

For most Districts Samaritan is responsible for *certifying* the completion of educational requirements of those seeking to become Candidates, who do not have a secondary theological degree. This certification is valid for a period of five years. A copy of the initial application to enter the formation process is sent to Samaritan who monitors the student's progress and evaluates their fulfillment of proficiencies. When the student has completed their education, Samaritan shall issue a certificate to accompany the student's application for candidacy.

Samaritan will offer courses that satisfy the proficiencies, but the courses might also be taken, without prejudice, at other institutions. An Equivalency Committee, usually chosen by Samaritan, will evaluate courses taken at other schools and determine if they are acceptable. Appeals of their decision may be made to the Director of Clergy Development.

Flow Chart for Credentialling

I. Call:

1. Endorsement of their local church and local pastor. Where there is no local pastor, another endorsement may be sought.

II. Formation (Education):

2. Initial Application for Formation to the B.O.M., copy to Samaritan (or the Administrator of Global Outreach). This should include the endorsement of local church and pastor/advisor.
3. Satisfy educational proficiencies.
4. There should be at least monthly contact with pastor/advisor.

III. Candidacy (Experience):

5. The Application for Candidacy normally will include:
 - ✧ certification from Samaritan that educational proficiencies have been satisfied (or seminary transcripts),
 - ✧ an endorsement of the local church and pastor/advisor,
 - ✧ and an approved application from a Teaching Church. Once this has been filed with the B.O.M., the period of Candidacy has begun.
6. Complete at least a one year internship with a Teaching Church and under a Supervising Pastor.

7. Satisfy "Polity and Practics". (Those with masters degrees may also need to take courses specified by their District.)
8. Submit an application for Ordination to the B.O.M. (This includes the endorsement of Teaching Church and Supervising Pastor with documentation that necessary screening has been done.)

IV. Interview:

9. Three members of the B.O.M. will interview the candidate. Appeals may be made to the full B.O.M.

V. Credentialling:

10. The Rite of Ordination will be done at the local church, teaching church, or District Conference and affirmed at General Conference.
11. Upon receiving proof of an official call the B.O.M. will issue a License to Practice.
12. This License to Practice will be renewed each year by submitting the Annual Status Form.

The Credentialling Process

There are three basic requirements for a person to become a UFMCC Clergy person:

1. Called by God:

Every baptized Christian is gifted by the Spirit and called by God to use those gifts for ministry. *"The Spirit has called women and men of faith to be apostles, prophets, evangelists, pastors and teachers, to equip the people of God for works of service, so the body of Christ may be built up until we all become mature, attaining to the whole measure of the fullness of Christ."* (Eph.4:11-13)

To this glorious end the Church has historically ordered its ministries. The ordained ministry is entered by those who feel called by God to a lifetime of service to the Laity, and whose call has been affirmed by the larger body. For nearly 2000 years such persons have been consecrated to this work through the laying on of hands in the rite of ordination.

The UFMCC celebrates the ministry of the whole people of God. We continue, in the historical tradition, to acknowledge our ordained members as being charged with having a primary concern for the empowering and equipping of the Laity for its work of ministry in the world. We recognize that God uses all ministries, both lay and ordered, to provide a continuity to the Church's witness, to be sources of theological development, and to be vehicles through which the Word of God is transmitted and embodied in the world.

Through ordination we consecrate persons for ordered ministry, conferring upon them the obligation to fulfill particular duties determined by the denomination. Ordained pastoral ministry may include: Pastors, Staff Clergy, Evangelists, Chaplains, Pastoral Therapists, District Coordinators, Elders, and in some cases, clergy directing educational or service ministries.

Each person's call is a unique and personal experience, however, it must be confirmed by the witness of the Church. This confirmation process is begun by obtaining the endorsement of a local UFMCC congregation and of a UFMCC clergy person who will serve as an advisor and spiritual director during the formation process. This endorsement is a statement that they know the candidate well enough to be willing to bear

153 witness to the larger body that s/he is mentally, spiritually, and emotionally healthy and mature enough to
154 proceed towards ordination.

155 To begin the formation process, the individual must complete the Application for Formation and obtain the
156 signatures of his/her sponsors. Filing this single form satisfies the paperwork for the first requirement.

157 **2. Formation (Education):**

158 Formation begins when a person responds to their sense that God is calling them to ordained ministry.
159 During this time the person completes all educational proficiencies, including those unique to their District.
160 In addition, the student enters a relationship with a UFMCC clergyperson who will serve as an advisor and
161 spiritual director on issues including discernment of call, vocation, spiritual gifts, prayer, spiritual
162 development, pastoral identity, pastoral authority, as well as progress in satisfying the proficiencies.

163 Equipping a person to fulfill their call is the purpose of the formation process. It is a period of continued
164 discernment, decision-making, testing, and affirmation of call by the community of faith. In addition to being
165 a calling, ordained ministry is a profession. As a professional, congregations reasonably expect their pastors
166 to be adequately trained. A bachelors degree (or an equivalent degree) is the basic education required during
167 formation. The individual must have adequate course work to demonstrate proficiency in the following areas:

168	Bible	History of Christianity
169	Worship	Church Management
170	Preaching	Pastoral Care
171	Ethics	Sexuality Studies
172	Theology	Christian Education

173 ☆ Ethics and Theology are not required of those who were approved student clergy prior to General
174 Conference, 1995.

175 In extraordinary circumstances a credentialed transfer clergy without a masters degree (or its equivalent) from
176 an accredited seminary may petition their B.O.M. to grant equivalency for preaching and/or church
177 management.

178 When the individual has concluded this process, both the advisor and the person's local church must certify
179 that they have had contact at least monthly with the student and are willing to endorse them as a prepared
180 Candidate. If Formation is done in a teaching church, it is possible for the last year of formation to run
181 concurrently with the time of candidacy. When all the academic requirements have been met, Samaritan will
182 issue a Certificate of Proficiency. The individual must normally submit a copy of this certificate when s/he
183 applies to the B.O.M. for candidacy status. Filing the application with the certificate satisfies this second
184 requirement when the individual is prepared to begin the candidacy period.

185 Individuals who have earned a theological or divinity degree from an accredited theological institution, and
186 have spent that period of time testing their call to ordained ministry, will be considered to have completed
187 the formation period. The B.O.M. in each District may decide that other courses, such as sexuality studies,
188 or "Our Story Too", are required. Transcripts must be submitted in the place of, or in addition to, a
189 Certificate of Proficiency.

190 **3. Candidacy (Experience):**

The student becomes a Candidate by filing an Application with the B.O.M., which would normally include certification from Samaritan that all proficiencies are complete, the endorsement of their local church and pastor/advisor, and proof of acceptance into a Teaching Church program. Candidacy should last from one to three years during which time the person completes an internship with a *Teaching Church* under the guidance of a certified *Supervising Pastor*. Each District will develop its own standards for "supervising pastors" and "teaching churches", ensuring that the candidate has the full range of experiences needed to prepare her/him for pastoring in UFMCC. When preparation is complete the candidate will file an application for ordination. This application must include:

- ✧ a strong endorsement from the teaching church and supervising pastor certifying that the person is a suitable candidate for ordination.,
- ✧ documentation that the necessary reference checks have been done,
- ✧ verification of ongoing supervision and,
- ✧ signature of the District Coordinator/Administrator of Global Outreach

One part of the practical and experiential preparation for ordination shall be fulfilled by the candidate taking UFMCC Polity/Practics. This course shall be offered by Samaritan in a two week residential program (though it may be adapted for Districts outside of the U.S.). Beyond the basic information about UFMCC organization and government, this course will orient those who are preparing for ordination to the unique ministry of this Fellowship.

The candidate shall submit documentation to the B.O.M. to demonstrate that his/her experience is adequate. The B.O.M. may develop guidelines within which the supervisor and the candidate can plan, conduct, and preliminarily evaluate the pastoral experience. The application for ordination contains a third and final endorsement from the candidate's supervisor and the Board of Directors of their Teaching Church (or the body they appoint). This endorsement is a statement by them that the Candidate is ready to pastor a church. These endorsements should be made with great care since it is incumbent upon those who know the candidate best to certify whether or not they are prepared to pastor. The endorsing persons have an obligation to the Fellowship to exercise this responsibility with the greatest of care. The Teaching Church must provide documentation of police and reference checks before issuing their endorsements. The cost may be borne by the individual or the Teaching Church.

Candidates will be seated at District and General Conference as "official observers", with voice, but not vote.

Interview: Having met these three requirements, the Candidate may apply to the Board of Ordained Ministry in their District for ordination. The Candidate will submit an application at least ninety days before the B.O.M. meets. An interview team of three members of the B.O.M. will review the application and interview the candidate to determine that s/he is prepared to pastor. They will consider not only academic and educational preparation, but also such factors as maturity and spiritual, emotional, and mental health. The interview team must balance their concern for the candidate and their responsibility to the larger church. All members of the interview team must vote affirmatively if the person is to be ordained. Negative votes may be appealed to the entire B.O.M. A simple majority is required to overturn a negative vote. If the candidate is approved, they may be ordained or have their previous ordination affirmed. The actual service may take place in a District Conference, Teaching Church or in a person's home church. An affirmation and celebration of ordination may take place at General Conference.

License to Practice: After a person is ordained s/he may not exercise that credential within the UFMCC until they receive a "License to Practice" from the B.O.M. The License to Practice shall be issued immediately when the B.O.M. receives documentation that the candidate has been called to serve in an authorized, accountable ministry. The license is transferable, although each District may establish their own process to

receive clergy from other Districts. Only clergy with active licenses and those who are retired are allowed to vote at District and General Conferences.

The license must be renewed annually by filing the Status Form with the B.O.M.. Failure to be in an active, authorized and accountable ministry will result in the clergyperson being moved to inactive status. If, after one year s/he remains inactive, it shall be considered a *de facto* resignation of all UFMCC credentials. Exceptions will of course be made for health or other significant extenuating circumstances.

A leave of absence should be requested for planned absences from active ministry, or if it appears that finding a new position might take longer than one year. A leave of absence will be routinely granted by the Director of Clergy Development and can be ended at any time that the clergy receives a call to active pastoral ministry. Any leave of absence that goes beyond two years must receive the approval of the B.O.M.

The annual Status Form shall also include a continuing endorsement of the authorizing body. If a clergyperson does not receive the endorsement of the authorizing bodies (Board of Directors, Board of Elders, District Committee), s/he must meet with a sub-committee of the B.O.M. The sub-committee can take any of the following courses of action by majority vote:

1. Vote to continue the person's license to practice for another year.
2. Vote to continue the person's license for another year with some contingency, such as additional education, or therapy.
3. Vote to terminate the person's license to practice.
4. Vote to bring charges for dereliction of duty, disloyalty, or unbecoming conduct.

Any of these actions may be appealed to the entire Board of Ordained Ministry. The authorizing body which chose to withhold their endorsement may also appeal to the entire Board of Ordained Ministry, should the sub-committee of the B.O.M. continue the clergyperson over their objections. The B.O.M. may interview any ordained clergy within the District as needed.

Transition for Current In-Care Registrants:

Persons registered in-care prior to General Conference 1995 may continue to apply for and begin their Student Clergy internship under the rules in effect prior to General Conference 1995.

Credentialling for Currently Official Student Clergy:

Persons who are currently official Student Clergy (have been approved by the board of directors of a local church and have been certified by Samaritan as having completed all proficiencies) will enter the Candidacy process between steps five and eight as outlined above. Official Student Clergy who are currently working with a Supervising Pastor may continue with that supervisor until June 1, 1997. Student Clergy who do not currently have a supervisor, should consult their District Coordinator/Administrator of Global Outreach for a list of likely Teaching Churches and make arrangements to begin candidacy training with one of them. Those who are official student clergy prior to General Conference 1995 may complete their candidacy in their present church and not a Teaching Church. For those persons, their local churches must insure the completion of their background checks. Ethics and Theology are not required of those who were approved student clergy prior to General Conference, 1995.

Credentialling for Currently Licensed and Ordained Clergy:

Persons who are currently licensed by the UFMCC are considered to be eligible for ordination. All currently licensed clergy shall be interviewed for ordination at the next meeting of their district's B.O.M. The 1995

status forms for all clergy will not be due until February 1, 1996. For this first year, the Director of Clergy Development will review these forms and issue a License to Practice if the person is in an active, authorized, and accountable ministry.

Credentialling for Candidates with a Masters Degree:

Persons with a masters degree (USA) or its equivalent from an accredited theological institution may proceed directly into the candidacy period. The District B.O.M. may require that some additional proficiencies be met. At the end of the candidacy period, the Candidate may choose to have a previous ordination affirmed, or to be ordained anew.

Credentialling for Transfer Clergy without Masters of Divinity Degree:

Persons who do not have a masters degree (USA) or its equivalent from an accredited theological institution, enter the process at the formation period. It is possible to complete formation courses in conjunction with the year of candidacy. At the end of the candidacy period, the Candidate may choose to have a previous ordination affirmed, or to be ordained anew. Persons with extraordinary experience may petition their B.O.M. for equivalency for preaching and/or church management.

Credentialling for Clergy in Global Outreach Areas:

For the purposes of credentialling Global Outreach will function as an independent District, and may constitute their own B.O.M. as needed. The Board of the Ministry of Global Outreach shall function as the B.O.M. until the time that one can be established. Their standards and procedures must also be approved by the Steering Committee of the B.O.M. For some students, the Teaching Church and Supervising Pastor may be located outside the Global Outreach Area.

Credentialling for Reentering Clergy:

Persons who have previously been ordained by UFMCC and have relinquished their license to practice may reenter the process at the Candidacy stage. The B.O.M. may individualize the plan for reentry.

Extraordinary Credentialling:

For applicants who demonstrate extraordinary gifts and exceptional fruits of ministry, the Moderator of the Board of Elders may request that the B.O.M. grant an Extraordinary Credential. This should be an extremely rare occurrence and the B.O.M. may require the person to fulfill any part of the credentialling process.

Retirement:

The UFMCC recognizes as honorably retired, clergy who retire after: 1) a minimum of 25 years of active UFMCC ministry, or 2) having reached age 62, or 3) disabling illness, or 4) other extenuating circumstances. Clergy seeking retirement status must notify the Director of Clergy Development. Retired clergypersons may continue a limited practice of ministry by completing the annual status form signed by a local pastor or district coordinator/Administrator of Global Outreach. No minimum hours are required.

Implementation Schedule

July 1995: General Conference Vote

- 1) The current D.C.R.C. becomes the new B.O.M. on September 1, 1995. The District Committee may appoint additional B.O.M. members as needed to reach the established number of members.

- 2) District Committees contact potential teaching churches and supervising pastors following General Conference and will appoint teaching churches and supervising pastors by July 1, 1996. The Board of the Ministry of Global Outreach will establish Teaching Churches and Supervising Pastors for Global Outreach.
- 3) The Director of Clergy Development to begin by January 1996. Serious consideration should be given to locating the Clergy Development Office in proximity to Samaritan Institute.
- 4) The C.C.C.C. will cease to exist on December 31, 1995. This process becomes effective January 1, 1996.
- 6) Samaritan should be prepared to offer "Ethics" and "Theology" by January 1, 1996.
- 7) The B.O.M. will initially meet at the regularly scheduled D.C.R.C. meeting time. The Board of Global Outreach will determine the meeting schedule for the B.O.M. of the Ministry of Global Outreach.
- 8) Beginning in February, 1996, a License to Practice will be issued when the annual status forms (from 1995) are received and approved by the Director of Clergy Development (thereafter by the B.O.M.) The District Committee will develop *active, authorized, and accountable* ministry guidelines for the B.O.M.
- 9) The new fee schedule becomes effective January 1, 1996.

Fee Schedule

Application for Formation	\$ 50 payable to B.O.M.
Application for Ordination	\$150 payable to the B.O.M.
Annual License to Practice	\$ 50 payable to the UFMCC
Clergy Manual	\$ 10 payable to the UFMCC

Guidelines for Interim Pastoral Leaders

Interim Pastoral Leaders are persons who serve the congregations as Pastoral Leaders until such time as a pastor can be called. This should be an intentional time of transition and healing for the local church, therefore it would be inappropriate in most cases for this person to become a candidate for the position of pastor.

Interim Pastoral Leaders may be credentialed clergy of the UFMCC or of another denomination or they may be qualified lay people. It is advised that this position last a maximum of two years and must be reappointed annually by the District Committee/ District Coordinator//Administrator of the Ministry of Global Outreach.. Chartered Churches may select a UFMCC clergyperson as their Interim Pastoral Leader without approval from the District. Background checks should be done prior to the appointment of non-UFMCC clergy.

This position does not confer the right to vote at congregational or Board meetings. The Interim Pastoral Leader may not chair the Pastoral Search Committee. Credentialed UFMCC clergy serving as Interim Pastoral leaders retain all voting privileges, although they may choose not to vote within the congregation.

It is strongly recommended that an Interim Pastoral Leader be sought in the following circumstances:

- (A) If a long-term Pastor has died while serving the congregation,
- (B) If a long-term Pastor has just left the congregation,
- (C) If the Pastor left due to irreconcilable differences with the congregation,
- (D) In situations where the church is unable to call a pastor,
- (E) During any pastoral vacancy.

Division of Responsibilities in Credentialling Process

- | | |
|-----------------------------------|--|
| Local M.C.C.: | -Endorses calling of applicant (Step 1) |
| Advisor: | -Has monthly contact with student throughout formation
-Endorses student for candidacy after education is complete (Step 5) |
| Districts: | -Set standards for Teaching Churches and Supervising Pastors
-Authorize Teaching Churches and Supervising Pastors
-Set standards for clergy transferring from other districts |
| Samaritan: | -Issues Certificate of Proficiency (in most cases)
-Offers proficiencies, Polity and Practics |
| Teaching Church: | -Provides experience and training
-Endorses the Candidate for Ordination (Step 8)
-Ensures that reference checks are completed |
| Supervising Pastor: | -Supervises candidate's training
-Endorses candidate for ordination (Step 8) |
| B.O.M.: | -Receives Applications for Formation and Candidacy
-Maintains entry files
-Receives application for ordination
-Defines what constitutes an active, authorized and accountable ministry
-Receives annual certification forms
-Issues Annual License to Practice
-Acts on Extraordinary Credentials
-Establishes Interview Teams
-Hears Appeals |
| Steering Committee of the B.O.M.: | -Reviews Fellowship standards and policy . Makes recommendations to the General Council
-Develops policies and procedures regarding the clergy files |
| Dir. of Clergy Development: | -Acts on leaves of absence |

- Retirement issues
- Facilitates clergy placement
- Recruits potential new clergypersons
- Facilitates the development of the most fully functional clergy
- Provides support, resources, and educational opportunities for all clergy
- Maintains all clergy files following the point of ordination
- Chairs the Steering Committee
- Works with each B.O.M. to develop programs to recruit and develop clergy for its District

Teaching Churches

Purpose:

The Teaching Church will be a cornerstone for the training and development of the caliber of clergy who lead us into the glorious future to which God has called us. The program should be rigorous, challenging, stimulating, and relevant. The objective is to enable the candidate to develop the skills necessary to build strong, stable, multi-faceted churches.

Criteria for becoming a Teaching Church:

- 1) They must be strong, stable, diverse congregations willing to commit resources to training clergy.
- 2) They must be approved by the District according to the standards established in that District.
- 3) They must have a District approved "Supervising Pastor" on staff.
- 4) They must reflect the multi-faceted diversity of the denomination.
- 5) They must be able to provide a wide range of ministry experience.
- 6) They should be able to assist the Candidate with finding housing and employment if necessary.
- 7) They must be able to ensure the required screening of candidates.

Supervising Pastors

Purpose:

The Supervising Pastor will serve as the primary guide for a candidate during their experiential period. We assume that supervision is pastoral, reflective, and intentional. It involves accountability, ownership, trust, evaluation, training, and development of identity for both the candidate and the supervisor.

- 1) The Supervising Pastor must be a UFMCC credentialed clergyperson with a minimum of three years of successful experience.
- 2) S/he should be a model of adequate church leadership. While this does not mean church growth alone, it does imply that the fruits of their ministry are abundant and apparent.
- 3) S/he must be able and willing to spend time each week with the candidate(s).
- 4) S/he must be committed to their own spiritual, emotional, and educational growth and development.
- 5) S/he must be willing to exercise appropriate pastoral and spiritual authority and make difficult decisions.

Filing System for Credentialling Process

File: _____ B.O.M.: _____ Dir. Clergy Dev.: _____

(I) Application to local church:

1) 1st Endorsement from local church/pastor X

2) Certification from Samaritan and/or M.Div. Transcripts X

3) Candidacy Documentation (covenants/experiential) X

4) Application for Ordination (2nd Endorsement) X

5) Background checks X

6) B.O.M.'s Decision X

AT THIS POINT, FILE IS TRANSFERRED TO THE DIR. CLERGY DEVEL.

7) License to Practice X X

8) Evaluation/Discipline Records X

9) Relevant Correspondence X

10) Leaves of Absence/Retirement X

Transition for:

1) Currently Licensed and Ordained Clergy: Files will go directly to Director of Clergy Development.

2) Current Official Student Clergy names will be given to D.C.R.C. Chairs to start B.O.M. files.

**Budgetary Planning
for the new Credentialling Process**

<u>Impact at the Fellowship Level:</u>	<u>Proposed</u>	<u>Reduced</u>
Dir. of Clergy Development Salary	\$35,000	\$35,000
Taxes	\$ 1,800	\$ 1,800
Insurance	\$ 2,400	\$ 2,400
Support Staff Salary (1/4 Time)	\$ 8,000	\$ 8,000
Taxes	\$ 600	\$ 600
Insurance		
Office Needs	\$ 3,600	\$ 2,400
Printing	\$ 2,500	\$ 2,000
Postage	\$ 2,000	\$ 1,600
Supplies	\$ 1,500	\$ 1,500
Phone Expense	\$ 2,500	\$ 2,500
Travel Expenses	\$ 2,400	\$ -0-
Per Diem	\$ 800	\$ -0-
Lodging	\$ 1,000	\$ -0-
Miscellaneous Expenses	<u>\$ 1,500</u>	<u>\$ 1,500</u>
	\$65,600	\$59,300
Income:		
✧ Annual License to Practice @ \$50 (suggested that local churches pay fee)	\$15,000	\$15,000
✧ Clergy Manual @ \$10	<u>\$ 2,000</u>	<u>\$ 2,000</u>
Adjusted Allotment	\$47,600	\$42,300
<u>Impact at the District Level:</u>		
Income:		
Application for Formation @ \$50.00		
Application for Ordination @ \$150.00		
<u>Impact on the Candidate:</u>		
Application for Formation	\$ 50	
Application for Academic Cert. (Samaritan)	\$ 150	
Application for Ordination	\$ 150	
Annual License to Practice	\$ 50	

("Proposed" is what would be ideal. "Reduced" is the minimum required.)

Questions and Answers About the Credentialling Process

Formation:

1. Who would my advisor be if I am in a church without a pastor?

A: Where there is no local pastor, another endorsement may be sought. This should be from a credentialed clergyperson in the UFMCC whose endorsement will be credible to the District B.O.M., or may be from the District Coordinator/Administrator of Global Outreach..

2. Who has the authority to make exceptions or grant exemptions?

A: The B.O.M. has the authority to make the system work in such a way that it achieves its purpose, which is to produce the most fully functional clergy.

Candidacy:

1. What happens while we don't have Teaching Churches?

A: If you are already in a supervisory situation, you may continue with that supervisor for the next two years (until June 1, 1997). If you do not currently have a supervisor, ask your District Coordinator for a list of likely Teaching Churches and make arrangements to begin your candidacy training with one of them.

2. What happens if I am transferring from another denomination?

A: If you have a masters degree (USA) or its equivalent from an accredited theological institution you may proceed directly into the candidacy period. The District B.O.M. may require you to take some of the proficiency courses. At the end of the candidacy period you may apply to have your ordination affirmed, or to be ordained anew.

If you do not have a masters degree you enter the process at the formation period. You may arrange to do your formation courses in conjunction with your year of candidacy. At the end of the candidacy period you may apply to have your ordination affirmed, or to be ordained anew. Persons with extraordinary experience may petition their B.O.M. for equivalency for Preaching and Church Management.

3. Does each B.O.M. need to have seven members? What if my district is too small?

A: Districts that are too small to form a seven-member B.O.M. should seek to form a regional B.O.M. with another district. What each district needs is a three-person interview team to do the actual ordination interviews. The full B.O.M. only meets to set District/regional policy or to hear appeals.

4. What is the deadline for submitting ordination applications? When do ordinations take place?

A: Your district may set its own times for the B.O.M. interview teams to meet, or it may decide to allow the teams to respond to requests from candidates for interviews. The application must be submitted at least 90 days prior to the interview. Check your District requirements.

532 5. How can a candidate be exempted from Polity and Practices?

533 A: In Districts not affiliated with Samaritan USA a substitute course for Polity and Practices may be
534 taken.

535 Ordination:

536 1. If I retire and give up my license to practice, may I still conduct Holy Unions or perform other pastoral
537 duties?

538 A: A retired clergyperson may continue a limited practice by completing the annual status form signed
539 by a local pastor or District Coordinator/Administrator of Global Outreach. The expectation is
540 that this would be less than full-time, or a temporary situation.

541 2. If I am already ordained, when would I receive my first "license to practice"?

542 A: The status forms for 1995 will not be due until February 1, 1996. For this first year, the Director
543 of Clergy Development will consider these forms and issue licenses to those in an active,
544 authorized and accountable ministry.

545 3. If I am currently licensed, will I have to apply to be ordained?

546 A: If you are currently licensed you are considered to be eligible for an ordination interview at the
547 next meeting of your B.O.M..
548

549 4. What is the appropriate honorific and attire for those who have been ordained?

550 A: Once a person is ordained they are technically clergy. It is therefore appropriate that they be
551 addressed by the honorific Rev.'d. It should be understood however that this is NOT a title.
552 Grammatically it is more decorous when others use this for a clergyperson than for a clergyperson
553 to use it for themselves.

554 Clerical collars are "uniforms" for a particular function and should not be worn until a person is
555 ordained and functioning in a pastoral role. Candidates for Ordination should not wear collars of
556 any kind. Doing so implies that the church has already *screened, trained and authorized* this
557 person. The church might be liable for the behavior of a person who is uniformed in a way that
558 implies spiritual authority. It is the hope of the CCCC that the Fellowship will move away from
559 deacons wearing collars unless they too are subject to the same training and background screening
560 of others who are **authorized** to represent the Fellowship.

561 Ministry of Global Outreach:

562 1. How will this system work for Global Outreach areas?

563 A: For the purposes of credentialing the Global Outreach Area will function as an independent
564 District, and may constitute their own B.O.M. as needed. The Board of the Ministry of Global
565 Outreach shall function as the B.O.M. until the time that one can be established. Their standards
566 and procedures must also be approved by the Steering Committee of the B.O.M. It may be that
567 the Teaching Church and Supervising Pastor are located outside the Global Outreach Area.

568 Retirement:

569 1. What if my culture/country allows for retirement at a time other than 62 years of age?

- A: For the purpose of this policy a basic age needed to be established as a guideline. It would be expected that retirement at an age other than 62 would be an acceptable "extenuating circumstance."

UFMCC Policy Regarding Clergy Files

A file will be opened by the Board of Ordained Ministry when a person submits their Application for Formation. This file will be maintained by the B.O.M. until the person is ordained. After a person has been ordained the files shall be maintained by the Director of Clergy Development.

The relevant information in the clergy file is available for review by any UFMCC church or agency. The original application shall contain a limited disclosure form signed by the applicant that is permanently valid.

All official documents of the credentialing process shall be a permanent part of the file. In addition, the clergyperson may submit any supportive materials for the file. Any and all complaints regarding the conduct of a UFMCC clergyperson must be maintained as a permanent part of their file. However the clergyperson is encouraged to also submit material to represent their perspective on the complaint. Files shall also be maintained on authors of such complaints in order to track patterns of frivolous complaints.

Upon receiving a complaint the agency maintaining the file shall send a copy of the document to the affected person and to the Judiciary Representative of that person's district. Any complaint received by an Elder, District Coordinator/Administrator of Global Outreach, Pastor, Board of Directors or other official representatives of the UFMCC should be forwarded immediately to the Chair of the B.O.M. who shall follow the steps outlined in the Judiciary Process.

If information from the file is requested from a non-UFMCC body or agency that body or agency must obtain a limited disclosure agreement from the clergyperson.

Proposed Job Description for the Director of Clergy Development

Mission Statement:

This position is the key to insuring that the UFMCC has the pastoral leadership necessary to carry it into the next century. In addition, with our focus on strengthening the role of Districts to empower ministry, it is essential that a full-time position be devoted to developing, maintaining and making resources available for this task.

Reports to: UFMCC Director of Administration and the B.O.M. Steering Committee

Supervises: Part-time Administrative Assistant

Located: Recommend that serious consideration be given to locating this office in close proximity to the Samaritan Institute of Religious Studies

Hours per week: 40

Salary: \$35,000

Benefits: Health insurance, vacation, sick pay, and holidays in accordance with current UFMCC standards for office staff.

Annual Clergy Certification: The Board of Elders

Requirements:

Masters Degree or its equivalent preferred, UFMCC Ordained and Licensed Clergy, at least five years of experience as a pastor within the UFMCC, proficiency in Word Perfect or similar word processing program, strong interpersonal skills, demonstrated strong administrative and/or organizational skills, ability to travel to areas outside of the United States. (Due to limited funding this job will require strong phone skills and initially less travel to these areas).

Duties include but are not limited to:

- Taking action on requests for leave of absence
- Handling retirement issues and requests
- Recruiting potential new clergy persons
- Facilitating the development of fully functional clergy. This may include developing resources for continuing education program to meet the existing and future needs of UFMCC clergy
- Providing resources related to the professional development of clergy
- Insuring the maintenance of all clergy files after the point of ordination
- Chairing Steering Committee meetings
- Monitoring and reviewing the credentialling system (at least once every two years)
- Assisting the District B.O.M. in implementing the new credentialing system
- Developing resources to assist churches with the pastoral search process
- Attending General Council meetings as required
- Attending various B.O.M. meetings as requested
- Following up on Judiciary requests and proceedings
- Actively maintaining an accurate list of churches seeking pastors and pastors seeking churches and exchanging this information with District Coordinators, Administrator of Global Outreach, B.O.M.'s and others as necessary
- Preparing budget for Clergy Development
- Preparing Steering Committee reports to the General Council and General Conference
- Maintaining a resource list for Clergy care and concerns
- Maintaining a compilation of proficiency standards representing the requirements of the various districts
- Compiling and maintaining a list of comparable seminaries that meet the proficiency expectations of the UFMCC credentialling process
- Certifying Exemptions on Polity/Practices with input from the District Coordinator/Administrator of Global Outreach and the Supervising Pastor
- Processing equivalency appeals
- Pursuing up-to-date resources on clergy needs, concerns and development
- Maintaining daily office operations
- Receiving 1995 status forms and issuing 1996 Licenses to Practice
- Developing resources for available psychological and vocational testing

Judiciary Process for the UFMCC (Approved July 1995)

1. The Judiciary Committee:

For each District, the Chair of the B.O.M. will appoint a Judiciary Representative to serve a three year term. This person must be an ordained UFMCC clergyperson. Each time the Representative receives charges s/he will appoint two additional persons to form a Judiciary Committee. These persons must be members in good standing of UFMCC. In the event that the Representative is unable to serve or has a conflict of interest the B.O.M. will appoint an alternate Representative.

654 **2. Complaints/Charges:**

655 **A. Complaints:**

656 A distinction should be made between complaints and charges. Any church official (clergy, Lay
657 delegates, Board of Directors, District Officers, etc.) who receives a complaint of alleged
658 misconduct by a UFMCC clergyperson shall report the complaint to the Chair of the B.O.M.
659 within 24 hours. A preliminary investigation will be conducted by a member of the B.O.M.
660 (designated by the Chair) within 72 hours. Their report will be forwarded to the Chair of the
661 B.O.M. If the Chair of the B.O.M. determines that the complaint is not substantiated, a record of
662 the findings will be placed in the clergyperson's file to identify possible patterns of misconduct. The
663 clergyperson, the person making the complaint, the District Coordinator/Administrator of Global
664 Outreach, the Moderator of the Board of Elders, and the Director of Clergy Development shall
665 be kept fully informed throughout the Judiciary process.

666 **B. Charges:**

667 If the Chair of the B.O.M. determines that the complaint has been substantiated, within 24 hours
668 of receiving the report of the investigator, s/he shall submit charges and a complete record of
669 her/his findings to the Judiciary Representative. The clergyperson charged and the affected
670 church/agency will be immediately notified by the Chair of the B.O.M. sending them a copy of the
671 charges. Throughout the process, all parties will be kept fully informed concerning the
672 proceedings and the resolution. The clergyperson may be placed on inactive status by the B.O.M.
673 and s/he shall cease to function as a clergyperson until a final judgement is reached. The
674 clergyperson charged must be placed on inactive status immediately if the allegations indicate the
675 possibility of injury to persons or property. The clergyperson shall continue to receive all
676 compensation, insurance and other financial benefits until a final judgement is reached.

677 **3. The Hearing:**

678 The Judiciary Representative will convene a hearing within 45 days from the date of receiving the
679 charges. Further investigation may be conducted during this interval. Professional investigators may be
680 used if deemed necessary by the Judiciary Representative. The hearing shall be conducted according
681 to the following guidelines:

- 682 **A.** The location of the hearing shall be determined by the Chair of the Judiciary in the district
683 in which the person is licensed to practice.
- 684 **B.** Both the person bringing the charges and the person being charged shall be permitted to have
685 an advocate present at the hearing. Advocates are not legal counsel but are present to
686 provide support and may speak on behalf of the person they represent.
- 687 **C.** Prior to commencement of the hearing, both parties shall have the opportunity to examine
688 all documentation submitted. Both parties may present and have an opportunity to question
689 witnesses. Only first hand information is acceptable.
- 690 **D.** A complete and accurate record of the proceedings shall be kept.
- 691 **E.** Within 24 hours of the conclusion of the hearing the Judiciary Committee shall inform both
692 parties in writing of their decision.
- 693 **F.** A unanimous decision is required in order to determine that the charges are valid.

694 **4. Resolution:**

695 Following a unanimous decision of the Judiciary Committee, the following actions shall be taken:

- 696 A. The Chair of the B.O.M. shall be informed of the Judiciary Committee's decision. In the
697 event that the charges have been substantiated the Judiciary Committee shall determine the
698 penalty and inform the B.O.M. who shall invoke that penalty immediately.
- 699 B. The Judiciary Committee should appropriately publicize the results of the hearing. Upon
700 conclusion of the hearing and appeals process, the same Boards of Directors should be
701 immediately provided with a brief written statement approved by legal counsel which can be
702 read only to members of the congregation(s), and with a more detailed confidential summary
703 of the decision pursuant to the provisions of a confidentiality agreement which would be
704 available only to Board of Directors.
- 705 C. Records of the hearing and all evidence will be retained by the B.O.M. and a copy of the
706 charges and final decision will be placed in the clergy person's file.
- 707
- 708 D. Appropriate pastoral care should be offered to all parties involved.

709 **5. Appeal Process:**

710 Either the person bringing the charges or the person charged may appeal the decision of the Judiciary
711 Committee. Appeals must be made to the Chair of the B.O.M. within seven days. Three impartial
712 members of the B.O.M. shall be selected by the Chair to hear the appeal. Their decision must be
713 determined within seven days and their judgement shall be final. Copies of their decision will be sent
714 to the person bringing the charges, the person charged, and a copy placed in the file of the person
715 charged.

716 **6. Cost of the Judiciary Process:**

717 The cost of the Judiciary Process shall be the responsibility of the District. The cost of bringing charges
718 shall be borne by the person who brought the charges. The cost for the defense shall be the
719 responsibility of the person against whom the charges were brought. However, the District reserves the
720 right to require restitution for the expenses should the charges be found frivolous or malicious.

721 If either party is financially unable to bear the cost of the process a request for assistance may be made
722 to the District Treasurer who with the District Coordinator/Administrator of Global Outreach will make
723 a decision.
724

725 **Risk Management Protocol**

727 For persons with prior arrest and/or conviction records or prior records of ecclesiastical discipline
728 who are applying for or holding UFMCC Clergy Credentials.

- 729 1. Applications for each stage of the clergy credentialing process, and the annual Certification
730 of Clergy Status forms will include the following:
731 ✦ questions on previous arrest/conviction records and previous ecclesiastical discipline.

- ✧ permission to conduct criminal background checks and information from previous religious affiliations and employers.
- ✧ a warning of de facto resignation of credentials in the event of giving false information.

2. All applications and status forms and/or files with an affirmative response to questions on prior records of arrest and/or conviction, or prior ecclesiastical discipline are reviewed by UFMCC's legal counsel. Prior UFMCC Judiciary records will be included in this review.
3. UFMCC's legal counsel will request additional information and review of specific cases where indicated, especially those with evidence of prior sexual misconduct.
4. In cases presenting a possible risk of future legal exposure because of a prior record of arrest and/or conviction or previous ecclesiastical discipline, UFMCC's legal counsel will issue a written recommendation for accountability measures and risk management guidelines. A copy of this document will be provided to the clergyperson. This information will be available to any UFMCC affiliated church or agency as a present or prospective employer of the clergyperson under the terms of a limited disclosure agreement signed by the clergyperson.
5. In cases of applications for credentials presenting an unacceptable risk of future legal exposure because of a prior record of arrest and/or conviction or previous ecclesiastical discipline, UFMCC's legal counsel will issue a written recommendation for appropriate action by the appointing or approving body and the credentialling body. This recommendation and the subsequent action will become part of the permanent file, and will be provided to any future UFMCC affiliated credentialling body if the same individual again applies for UFMCC clergy credentials.

754
755 **UFMCC Board of Ordained Ministry**
756 **Risk Management Background Check**
757

758 Date of Request: _____

759 Name of Clergy person: _____

760 Church/Agency making request: _____

761 Address of Church/Agency: _____

762 City _____ State/Prov _____ Zip/Code _____

763 Name/title of person making request _____

764 *Note: the following information is provided in accordance with the terms of a limited disclosure agreement*
765 *signed by the above named clergy person and church/agency making the request for information.*

766 All UFMCC Clergy have been asked to provide information on any prior record of any criminal
767 arrest and/or conviction (other than minor traffic violations) or any prior record of ecclesiastical
768 discipline. All clergy records with such information and prior UFMCC Judiciary records have
769 been reviewed and those with previous history deemed to suggest the possibility of future legal
770 exposure include on file a written recommendation for accountability measures and risk
771 management guidelines. **However, criminal records checks with law enforcement agencies,**
772 **reference checks with prior religious affiliations, and reference checks with previous**
773 **employers must be conducted by churches or agencies employing UFMCC clergy prior to**
774 **employment.**

775 A review of the file of the above named clergy person indicates:

776 _____ information on file indicates a high risk of possible legal exposure and employment of this
777 individual by a UFMCC church or agency should not occur.

778 _____ information on file indicates a potential risk of legal exposure and written recommenda-
779 tions for appropriate risk management are included. Copies of the written recommendations are
780 enclosed in accordance with the limited disclosure agreement of the above name clergy person.

781 _____ information on file contains no information that suggests potential risk of future legal
782 exposure and no risk management recommendations are in effect for the above named
783 clergy person.

784
785 UFMCC Clergy Credentials & Concerns Committee
786 Sexual Misconduct Background Check
787

788 Date of Request: _____
789 Name of Clergyperson: _____

790 Church/Agency requesting information: _____

791 Address _____

792 City _____ State/Prov _____ Zip Code _____

793 Name & Title of Person making request: _____

794 *Note: the following information is provided within the terms of the limited disclosure agreement signed by*
795 *the above named clergyperson and the above named representative of the church or agency making the*
796 *request for information.*

797 All UFMCC Clergy have been asked to provide information on any prior record of any criminal
798 arrest and/or conviction (other than minor traffic violations) or any prior record of ecclesiastical
799 discipline. Responses to these questions are on file for all UFMCC Clergy. **However, criminal**
800 **record checks with law enforcement agencies, reference checks with prior religious affiliations,**
801 **and reference checks with previous employers must be conducted by churches or agencies**
802 **employing UFMCC clergy prior to employment.**

803 *Sexual Misconduct* is defined as:

- 804 a. Sexual abuse or sexual molestation of any person, including but not limited to, any sexual
805 involvement or sexual contact with a person who is a minor or who is legally incompetent; or
806 b. Sexual harassment in a situation where there is an employment, mentor, or colleague
807 relationship between the persons involved, including but not limited to, sexually-oriented humor
808 or language; questions or comments about sexual behavior or preference unrelated to
809 employment qualifications; undesired physical contact; inappropriate comments about clothing
810 or physical appearance; or repeated requests for social engagements; or
811 c. Sexual exploitation, including but not limited to, the development of or the attempt to develop
812 a sexual relationship between a clergyperson, employee or volunteer and a person with whom
813 he/she has a pastoral relationship, whether or not there is apparent consent from the individual.

814 *Pastoral Relationship* is defined as:

815 A relationship between a clergyperson, employee or any volunteer and any person to whom such
816 a clergyperson, employee or volunteer provides on an individual basis counseling or from whom
817 such clergyperson, employee or volunteer has received confession or confidential or privileged
818 information of a personal nature.

819 Review of the Clergy credentials files of the above named clergyperson indicates:

820 _____ No prior record of sexual misconduct is contained in UFMCC clergy credentials files.

821 _____ A record of alleged or convicted prior sexual misconduct is contained in UFMCC clergy
822 credentials files and copies of all related documents on file are enclosed with this report
823 in accordance with terms of the limited disclosure agreement.

824 For the Clergy Credentials and Concerns Committee/Board of Ordained Ministry:

825 _____

826 Signature/title Date

Code of Conduct:
(Revised July 1995)

The following is a code of conduct UFMCC uses internally to define unbecoming conduct, disloyalty and dereliction of duty:

Unbecoming Conduct

1. Pattern of public drunkenness or substance abuse
2. Misappropriation of church funds or property
3. Misuse of the powers of the pastoral office for personal or sexual gain
4. Any sexual relations with persons below the age of consent
5. Non-consensual physical abuse or violence
6. Sexual relations between supervisors and those they supervise or counselors and those they counsel
7. Pattern of deceit or dishonesty
8. Creating a person-centered ministry rather than a Christ-centered ministry, i.e., creating emotional dependency on the pastor, abuse of authority, divisiveness
9. Knowingly violating the sanctity of another person's relationship covenant
10. Inappropriate violation of confidentiality
11. Sexual harassment, i.e., any sexually related behavior that is unwelcome, offensive, and which fails to respect the rights of others.

Disloyalty

12. Patterns of deliberate or malicious acts which damage or bring harm to a person, a congregation, or other church body within the UFMCC
13. Initiating or performing a ministry which is unauthorized and unaccountable to UFMCC
14. Undermining the authority and ministry of the pastor

Dereliction of Duty

15. A pattern of deliberate non-attendance at UFMCC General or District Conferences, (a minimum of one conference in two years is required)
16. A pattern of ministry that leaves churches weakened rather than strengthened
17. Leading a church into unreasonable indebtedness or other breach of fiduciary duties
18. Negligent supervision
19. Failure to report acts of misconduct

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